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Financing of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991

Annual budget performance report of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 for the year ended 31 December 1999

Report of the Secretary-General

Summary

The present report contains the fifth annual budget performance report of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 for the year ended 31 December 1999.

In its resolution 53/212 of 18 December 1998, the General Assembly decided to appropriate $103,437,600 gross ($94,103,800 net) to the Special Account for the International Tribunal for the Former Yugoslavia. The recorded expenditures during the period totalled $89,364,000 gross ($80,489,500 net), resulting in a reduction in requirements of $14,073,600 gross ($13,614,300 net).

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I. Introduction

1. The budget performance report for the International Tribunal for the Former Yugoslavia for 1999 is submitted in accordance with General Assembly resolutions 49/242 B of 20 July 1995 and 53/212 of 18 December 1998.

2. In its resolution 53/212, the General Assembly decided to appropriate to the Special Account for the International Tribunal for the Former Yugoslavia a total amount of $103,437,600 gross ($94,103,800 net) for the period from 1 January to 31 December 1999. The recorded expenditures during the period totalled $89,364,000 gross ($80,489,500 net), resulting in a reduction in requirements of $14,073,600 gross ($13,614,300 net).

3. During 1999 a number of developments had an impact on the budget performance of the Tribunal including the following:

(a) Immediately following the end of the conflict in Kosovo, the Office of the Prosecutor undertook an investigation of what had occurred there. The expanded investigations were funded both through the assessed budget, including through temporary redeployment from the investigations in Bosnia and Croatia, and the Tribunal's trust fund;

(b) Within the Tribunal, the usage of the three courtrooms had been significantly lower than anticipated, as a result of which there was reduced demand for Court reporters, interpreters, contracted translators and the witnesses-related resources (see subpara. 8 (a) below);

(c) The Expert Group, which was set up pursuant to paragraph 5 of General Assembly resolution 53/212 to review operations and functioning of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda, was based at The Hague, with half its expenditures absorbed within the budget of the International Tribunal for the Former Yugoslavia for 1999.

4. As in previous years, the present performance report comprises both the budget performance report and actual workload indicators for 1999. Mention should be made that in early 1999 the workload indicators were reviewed and some changes introduced with a view to refining them and ensuring that they reflected more clearly the work of the Tribunal. These changes have resulted in the consolidation of some indicators and the discontinuation of some others (see annex I).

II. Performance report for 1999

Table 1
Summary of requirements and expenditures by programme
(Thousands of United States dollars)

Object of expenditure	*Appropriations (1)*	*Expenditures (2)*	*Increase (decrease) (3)*
A. International Tribunal for the Former Yugoslavia	103 437.6	89 014.7	(14 422.9)
B. Expert Group	-	349.3	349.3
Total (gross)	**103 437.6**	**89 364.0**	**(14 073.6)**

Table 2
Overall appropriation and expenditure
(Thousands of United States dollars)

Object of expenditure	*Appropriations (1)*	*Expenditures (2)*	*Increase (decrease) (3)*
Posts (net of staff assessment)	46 006.7	41 684.5	(4 322.2)
Other staff costs	6 774.3	4 113.2	(2 661.1)
Salaries and allowances of judges (including common staff costs)	2 521.2	2 492.6	(28.6)
Consultants and experts	441.1	104.4	(336.7)
Travel	4 955.3	3 501.0	(1 454.3)
Contractual services	18 709.4	15 960.1	(2 749.3)
General operating expenses	8 490.2	7 495.0	(995.2)
Hospitality	4.0	1.5	(2.5)
Supplies and materials	1 309.8	719.1	(590.7)
Furniture and equipment	3 887.7	4 001.7	114.0
Alterations to premises	1 009.3	421.6	(587.7)
Staff assessment	9 328.6	8 869.3	(459.3)
Total (gross)	**103 437.6**	**89 364.0**	**(14 073.6)**
Income from staff assessment	9 328.6	8 869.3	(459.3)
Other income	5.2	5.2	-
Total (net)	**94 103.8**	**80 489.5**	**(13 614.3)**

Budget performance

5. Column 1 of table 2 shows the appropriation approved by the General Assembly for 1999. The expenditures incurred during the year are presented in column 2 and increases/(decreases) between the appropriation and actual expenditures are shown in column 3. The recorded expenditures totalled $89,364,000 gross ($80,489,500 net), resulting in an unencumbered balance of

$14,073,600 gross ($13,614,300 net), or 13.6 per cent of the appropriation. Significant variances between the appropriation and actual expenditures are explained in the following paragraphs.

Posts (*decrease: $4,322,200*)

6. The savings of $4,322,200, representing 9.4 per cent of the appropriation under this object, relates to reductions under salaries, common staff costs and mission subsistence allowance, of which $1,141,600 was generated under the Office of the Prosecutor and $3,180,600 under the Registry. These amounts are broken down into: salaries ($3,752,900); common staff costs ($433,400) and mission subsistence allowance ($135,900). The savings are attributable to a combination of factors, chief of which are: (a) a favourable exchange rate factor resulting in a savings of $451,000. The assumption in the budget was a rate of 2.04 Netherlands guilders per United States dollar, whereas the average rate for the year was 2.06 guilders per dollar; (b) a savings of $3,735,300 resulting from variances between the actual cost of posts encumbered and the standard salary costs in effect during the period. Although the Tribunal had experienced on average, a vacancy rate of 13.6 per cent (16.3 and 10.9 per cent respectively for Professional and General Service posts), there were no resultant savings owing to the 8 and 5 per cent vacancy rate applied in respect of existing posts and the 60 and 50 per cent turn-over rate for new posts built into the budget; the Tribunal had a total of 138 new posts in 1999, of which 40 were Professional and 98 General Service; and (c) a savings of $135,900 resulting from shortening of the stationing period in field offices and the payment of daily subsistence allowance, instead of mission subsistence allowance.

Other staff costs (*decrease: $2,661,100*)

7. The reduction of $2,661,100 relates to:

(a) General temporary assistance for meetings (*$1,552,300*)

The savings is largely due to lower usage of the courtrooms. The assumption in the budget, that the three courtrooms would be used for 500 days or approximately 1,000 sessions, did not materialize. Usage of the courtrooms was limited to 399 sessions or approximately 200 days due to: (i) ongoing cases, which made it difficult to change the composition of Trial Chamber II, as a result of which the three judges appointed in 1998 could not form Trial Chamber III and were thus merged with the judges who had already served at the Tribunal; (ii) Judges appointed to the Appeals Chamber had to divide their time between the Trial and Appeals Chambers; and (iii) the Appeals Chamber attempted to resolve interlocutory appeals on the basis of written briefs rather than oral arguments. In addition, interpreters and language assistants in Albania, Kosovo and Macedonia were recruited locally on a longer-term basis rather than on daily contracts, thus resulting in significant savings both in terms of fees and travel costs;

(b) General temporary assistance (*$1,011,700*)

The reduction is mainly due to delays in the recruitment of personnel for indexing, translation and analysis of seized documents. The breakdown is as follows:

(i) Net savings in the amount of $526,200 was realized under the office of the Prosecutor;

(ii) Net savings in the amount of $485,500 was realized under the Registry. Although the savings under the Registry originally amounted to $692,200, it was partly offset by an expenditure of $206,700 relating to the Expert Group set up pursuant to paragraph 5 of General Assembly resolution 53/212;

(c) Overtime (*$97,100*)

Savings under overtime is attributable to stricter controls over its use.

Salaries and allowance of judges, including common staff costs
(*decrease: $28,600*)

8. The decrease of $28,600 is a result of lower actual requirements than the 1999 budget.

Consultants and experts (*decrease: $336,700*)

9. The decrease of $336,700 is due to: (a) postponement of a number of projects in the office of the Prosecutor owing to the redirection of efforts to developments in Kosovo ($97,500); and, (b) the lower use during 1999 of expert witnesses for trials than the 60 assumed in the budget ($239,200).

Travel (*decrease: $1,454,300*)

10. The net decrease of $1,454,300 was due to:

(a) Net savings of $32,400 realized under the Chambers due to the cancellation of planned trips by judges of the Tribunal to Belgrade, Sarajevo and Zagreb;

(b) An overexpenditure of $184,900 incurred under the office of the Prosecutor as a result of the additional activities undertaken in connection with the situation in Kosovo requiring the dispatch of a large number of investigative personnel to Albania, Kosovo and Macedonia to gather evidence;

(c) Net savings of $1,606,800 was realized under the Registry. Although the Registry had recorded an overexpenditure of $223,300 under travel of staff due to the need to assist in setting up temporary operational bases in Tirana, Skopje and Pristina for the United Nations Interim Administration Mission in Kosovo (UNMIK), the Tribunal had, in exchange, the use of UNMIK equipment for its investigation activities. Savings of $1,963,600 under the travel of victims and witnesses offset this overexpenditure. The estimated cost of witnesses in 1999 was based on the assumption that 840 witnesses would be called up for an average of eight days. However, owing to the decrease in court sessions, only 341 witnesses attended the court on average for 6.3 days each. Furthermore, the number of witnesses requiring additional support or protection was significantly lower than that assumed in the budget, thereby resulting in a large savings, which was reduced by $133,500 for the travel costs of the Expert Group set up pursuant to paragraph 5 of General Assembly resolution 53/212.

Contractual services (*decrease: $2,749,300*)

11. Net savings of $2,749,300 under this stems from a number of activities which were either postponed or cancelled, or were implemented on a reduced scale. The

specifics of the increases and decreases under the different objects are provided hereunder:

(a) Savings of $2,463,200 was realized under the provision for Defence counsel owing to the lower number of detainees than that assumed in the budget. The estimates assumed that, on average, the number of detainees would be 40 during 1999, whereas the actual number remained at an average of 29;

(b) An overexpenditure of $204,600 was recorded under detention guards/services. This is due to the agreement reached with the Scheveningen prison in early 1999, which provided a range of detainee services, including guards, food, cleaning, educational and medical facilities, detainee allowances and recreational services. Previously most of these various services and supplies were budgeted separately under general operating expenses;

(c) Savings of $292,300 was realized under training due to the concentration of staff efforts on activities relating to Kosovo, thereby resulting in the cancellation/postponement of training programmes;

(d) As a result of the decreased utilization of forensic analysis and documentation services, a savings of $158,100 was realized;

(e) Overexpenditures were incurred under audit ($25,000) because of the timing of charges related to the 1998 audit and data processing ($9,400) owing to increased requirements. The overexpenditures were offset by savings under contractual translation ($1,600); verbatim reporting ($23,500); information services ($21,800); and external printing ($27,800).

General operating expenses (*decrease: $995,200*)

12. Net savings of $995,200, after a decrease of $8,300 relating to the expenditures incurred by the Expert Group, stems from a combination of increases and decreases as follows:

(a) Net savings of $1,414,200 realized under rental and maintenance of premises largely due to: (i) postponement of leasing of an additional office space in 1999; (ii) cancellation of the planned leasing of additional detention facility from the Scheveningen prison due to a lower number of detainees than anticipated; (iii) savings realized from the transfer of costs to the detainee services account under contractual services as a result of a new agreement with the Scheveningen prison, which is all-inclusive, covering the costs of detainee meals and services;

(b) An overexpenditure in the amount of $157,000 incurred under communications, chiefly as a result of the use of cellular and satellite telephones owing to the volume of Tribunal activities in Kosovo, where there is no adequate communications infrastructure;

(c) Savings of $281,500 was realized under the rental and maintenance of equipment. The savings mainly relates to the cost of photocopiers, for which there was reduced demand because of the lower usage of the courtrooms. The machines were leased and the charges based on usage data. In addition, the use of in-house technicians, rather than the contractual maintenance of equipment, has contributed to the savings;

(d) An overexpenditure of $22,800 was incurred under utilities;

(e) Savings of $3,400 was realized under the rental and maintenance of vehicles;

(f) Savings of $62,700 was realized under medical services for detainees and witnesses due to the lower numbers both of detainees and witnesses;

(g) An overexpenditure in the amount of $160,800 was incurred under miscellaneous claims for the settlement of the cases related to the death in custody of two detainees in 1998;

(h) An overexpenditure in the amount of $428,200 was incurred under miscellaneous services due to bank charges and losses on currency exchanges ($536,700), partly offset by savings under: (i) insurance claims ($28,300); (ii) removal costs due to the postponement of the removal of several departments from the headquarters building to the annex building at The Hague ($76,300); (iii) freight and cartage ($3,900);

(i) Savings of $2,200 was realized under cleaning of uniforms.

Hospitality (*decrease: $2,500*)

13. The reduction of $2,500 is determined by actual requirements.

Supplies and materials (*decrease: $590,700*)

14. Net savings of $590,700 is recorded under this object relating to:

(a) A net reduction of $56,700 relating to: (i) office supplies ($40,800); and, (ii) the reduced demand for photocopy paper, mainly because of the lower usage of the courtrooms ($16,700), partly offset by an increase of $800 relating to the expenditures of the Expert Group;

(b) Savings of $183,100 under data-processing supplies from delay in procurements;

(c) Savings of $16,300 under subscriptions due to the funding of a number of legal periodicals from voluntary contributions received during 1999;

(d) A reduction of $185,700 under audio-visual supplies, relating to video and audio tapes, CDs and other expendable items used mostly in the Courtrooms, attributable to reduced court sessions;

(e) Savings of $52,900 under the requirements for uniforms;

(f) A decrease of $42,900 for detainee meals as a result of their incorporation under the detainee services agreement, charged under contractual services;

(g) A decrease of $25,200 under library books due to a donation from the European Union;

(h) A reduction of $23,600 under petrol, oil and lubricants, resulting from charges to the trust fund, as the vehicles were also used for the exhumations project funded by the trust fund resources;

(i) Savings of $4,300 under other miscellaneous supplies.

Furniture and equipment (*increase: $114,000*)

15. A net overexpenditure in the amount of $114,000 was incurred mostly due to the additional activities the Tribunal had to undertake in connection with developments in Kosovo, broken down as follows: (a) an overexpenditure in the amount of $397,800 for: (i) audio-visual equipment ($79,700); (ii) communications equipment ($134,600); (iii) acquisition of vehicles ($156,800); and (iv) acquisition of furniture and fixtures ($26,700); (b) total savings of $283,800, as follows: (i) acquisition of office automation and other equipment ($230,700); (ii) acquisition of software ($37,900); and (iii) acquisition of security and safety and other miscellaneous equipment ($15,200).

Alterations to premises (*decrease: $587,700*)

16. Savings of $587,700 was due to the postponement of the cafeteria project to 2000 because of the concentration of efforts on providing support to activities relating to Kosovo. In addition, the provision for construction work in the annex building was implemented by the landlord and amortized over the life of the lease.

Staff assessment (*decrease: $459,300*)

17. A decrease of $459,300 was recorded under staff assessment. The same amount represents a reduction of income from staff assessment.

III. Action to be taken by the General Assembly

18. The General Assembly is requested to take note of the present report.

Annex I

Comparison of forecast and actual performance indicators

The performance indicators were reviewed in early 1999 in order to reflect more clearly the work of the International Tribunal for the Former Yugoslavia. As a result, a number of indicators were discontinued. The indicators listed below represent an amalgam of those previously reported and those to be used in future reporting.

A. Chambers

Performance indicators	*1998 actual*	*1999 projection*	*1999 implementation*
Court days/sessions[1]	377 (days)	500 (days)	399 (sessions)
Plenary days	9	9	6
Trials	8	9	12
Appeals (International Tribunal for the Former Yugoslavia)[2]	20	2	5
Appeals (International Criminal Tribunal for Rwanda)	n/a	9	3
Document filed Total (pages)	n/a	n/a	51 170
Documents filed Chambers (pages)	n/a	n/a	3 479
Transcript pages	n/a	75 000	49 183

[1] A Court session, regardless of its length in terms of hours, is equivalent to half a day.
[2] The number of appeals for 1999 projection was revised to reflect only full appeals.

B. Office of the Prosecutor

Performance indicators	*1998 actual*	*1999 projection*	*1999 implementation*
Prosecution Division			
Motions/applications/responses	325	400	423
Trials under preparation	7	10	9
Investigation Division			
Number of investigations	20	14	32
Search warrants	n/a	5	17
Witnesses interviewed	1 324	1 100	3 516
Requests for assistance – in	n/a	341	780
Requests for assistance – out	n/a	996	900
Leadership Research Team			
Reports prepared	40	40	200
Military Analysis Team			
Reports prepared	n/a	570	531
Fugitive Intelligence and Sensitive Sources Unit			
Intelligence contacts	n/a	60	247

Performance indicators	*1998 actual*	*1999 projection*	*1999 implementation*
Forensic Unit			
Actual mass grave exhumations completed	9	7	8
Number of bodies exhumed and examined	900	1 000	929
Post-mortems	900	1 000	702
Information and Evidence Section			
Evidence collection			
Pages of information	1 330 000	2 083 000	1 395 000
Video tapes	1 900	2 600	2 523
Criminal intelligence database			
Relationships entered (cumulative total)	610 362	760 000	689 931
Documents entered (cumulative total)	4 327	5 700	5 216

C. Registry

Performance indicators	*1998 actual*	*1999 projection*	*1999 implementation*
Public Information Services			
Press contacts	9 000	36 000	29 800
Arranged visits by universities, law societies, etc.			
Number of groups	64	132[a]	120
Arranged visits (*number of visitors*)	1 231	2 868[a]	2 433
Internet homepage hits (*in millions*)	1.03	1.05	0.9
Document requests	n/a	6 500	5 586
Security and Safety Section			
Personnel screened on entry to building	367 474	447 775	277 500
Parcels inspected and x-rayed	117 964	142 000	81 793
Visitor badges issued	11 474	26 595	12 421
Detention Unit			
Detainees	26	40	29
Detainees transported	682	1 069	903
Visitor hours	10 542	19 043	16 496
Telephone calls monitored	7 270	12 467	12 052
Victims and Witnesses Section			
Witnesses	446	900	341
Witness days	3 248	6 750	2 170
Witnesses with additional protective measures	143	300	134
Relocation requests	7	50	10
Witnesses with additional support needs	140	300	88
Library and Reference Unit			
Size of collection	2 300	4 000	4 359
Search requests	2 800	3 500	3 461
Legal database hours	975	1 800	1 200

Performance indicators	*1998 actual*	*1999 projection*	*1999 implementation*
Archiving and Records Management Unit			
Documents filed	n/a	4 700	3 973
Records transferred (meters)	n/a	22	73
Requests for information	n/a	1 850	1 940
Budget and Finance Services			
Regular budget expenditures (*millions of United States dollars*)	59.4	94.1[a]	80.0
Extrabudgetary expenditures (*millions of United States dollars*)	4.6	4.8[a]	7.4
Payroll calculations (monthly)	675	1 020	845
Invoices processed (monthly)	260	1 500	1 200
Payments by cashier	875	2 100	1 789
Human Resources Section			
Staffing table	646	784[a]	784
Other personnel	153	100	200
Applications received	7 000	8 000	8 074
Offers of appointment	286	350	347
Special service agreement contracts	846	1 000	641
Conference and Language Support Section			
Translation (pages per year)	48 100	62 000	60 000
Conference interpreters (days)	2 671	5 400	3 109
Field interpreters (days)	2 496	6 800	2 329
Verbatim reporting – French (days)	2 381	2 880	1 677
Verbatim reporting – English (days)	356	600	374
Electronic Support and Communications Section			
LAN networks supported	6	6	6
Help desk – calls	30 148	36 000	35 508
Audio-visual court sessions supported	377	705	399
Communications support requests	915[a]	1 000[a]	1 125
Procurement Section			
Purchase orders raised	564	660	744
General Services and Travel Section			
Number of PT-8 forms raised	4 759	5 000	5 201
Building Management Unit			
Work orders completed	1 942	1 800	2 200
Graphics			
Requests for reproductions	1 680	2 400	1 714
Protocol			
Visa/identity card applications	2 232	2 548	1 786
Receiving and inspection			
Inspection reports	551	573	821

[a] As revised from figures in A/C.5/53/13.

Annex II

Monthly incumbency report, 1999

A. Office of the Prosecutor

	Authorized staffing	*31 Dec 1998*	*Jan*	*Feb*	*Mar*	*Apr*	*May*	*June*	*July*	*Aug*	*Sept*	*Oct*	*Nov*	*Dec*
Under-Secretary-General	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Assistant Secretary-General	0	0												0
D-2	1	1	1	1	1	1	1	1	1	1	1	1	1	1
D-1	2	1	2	2	2	2	2	2	2	2	2	2	2	2
P-5	16	13	13	13	14	14	14	14	14	14	15	15	12	12
P-4	55	38	45	46	47	51	53	55	54	54	55	54	52	51
P-3	84	64	64	63	63	64	65	71	73	72	75	74	73	76
P-2	63	51	53	53	54	53	52	46	45	46	53	56	58	57
Subtotal	**222**	**169**	**179**	**179**	**182**	**186**	**188**	**190**	**190**	**190**	**202**	**203**	**199**	**200**
Vacancy rate			19.4%	19.4%	18.0%	16.2%	15.3%	14.4%	14.4%	14.4%	9.0%	8.6%	10.4%	9.9%
General Service/Principal level	2	1	1	1	1	1	1	1	1	1	1	1	1	1
General Service/Other level	122	90	99	103	103	106	111	110	108	110	113	112	115	116
Security Service	0	0	0	0	0	0	0		0	0	0	0	0	0
Subtotal	**124**	**91**	**100**	**104**	**104**	**107**	**112**	**111**	**109**	**111**	**114**	**113**	**116**	**117**
Vacancy rate			19.4%	16.1%	16.1%	13.7%	9.7%	10.5%	12.1%	10.5%	8.1%	8.9%	6.5%	5.6%
Total	**346**	**260**	**279**	**283**	**286**	**293**	**300**	**301**	**299**	**301**	**316**	**316**	**315**	**317**
Vacancy rate			19.4%	18.2%	17.3%	15.3%	13.3%	13.0%	13.6%	13.0%	8.7%	8.7%	9.0%	8.4%

B. Registry

	Authorized staffing	*31 Dec 1998*	*Jan*	*Feb*	*Mar*	*Apr*	*May*	*June*	*July*	*Aug*	*Sept*	*Oct*	*Nov*	*Dec*
Under-Secretary-General	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Secretary-General	1	1	1	1	1	1	1	1	1	1	1	1	1	1
D-2	0	0												
D-1	2	2	2	2	2	2	2	2	2	2	2	2	2	2
P-5	13	9	11	11	12	13	13	13	13	13	13	13	13	13
P-4	37	27	23	23	25	26	27	26	27	27	29	30	32	31
P-3	64	40	44	45	46	47	48	48	48	50	54	56	57	57
P-2	51	39	38	42	41	43	43	44	42	43	44	45	46	46
Subtotal	**168**	**118**	**119**	**124**	**127**	**132**	**134**	**134**	**133**	**136**	**143**	**147**	**151**	**150**
Vacancy rate			29.2%	26.2%	24.4%	21.4%	20.2%	20.2%	20.8%	19.0%	14.9%	12.5%	10.1%	10.7%
General Service/Principal level	10	7	7	7	8	9	9	9	8	8	8	9	9	9
General Service/Other level [a]	161	100	124	130	134	139	141	138	143	143	143	147	151	156
Security Service	99	84	87	85	87	90	89	92	94	95	95	95	98	98
Subtotal	**270**	**191**	**218**	**222**	**229**	**238**	**239**	**239**	**245**	**246**	**246**	**251**	**258**	**263**
Vacancy rate			19.3%	17.8%	15.2%	11.9%	11.5%	11.5%	9.3%	8.9%	8.9%	7.0%	4.4%	2.6%
Total	**438**	**309**	**337**	**346**	**356**	**370**	**373**	**373**	**378**	**382**	**389**	**398**	**409**	**413**
Vacancy rate			23.1%	21.0%	18.7%	15.5%	14.8%	14.8%	13.7%	12.8%	11.2%	9.1%	6.6%	5.7%

[a] December 1998 figure includes nine staff members who were transferred over to Registry on 1 January 1999.

C. International Tribunal for the Former Yugoslavia: total

	Authorized staffing	*31 Dec 1998*	*Jan*	*Feb*	*Mar*	*Apr*	*May*	*June*	*July*	*Aug*	*Sept*	*Oct*	*Nov*	*Dec*
Under-Secretary-General	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Assistant Secretary-General	1	1	1	1	1	1	1	1	1	1	1	1	1	1
D-2	1	1	1	1	1	1	1	1	1	1	1	1	1	1
D-1	4	3	4	4	4	4	4	4	4	4	4	4	4	4
P-5	29	22	24	24	26	27	27	27	27	27	28	28	25	25
P-4	92	65	68	69	72	77	80	81	81	81	84	84	84	82
P-3	148	104	108	108	109	111	113	119	121	122	129	130	130	133
P-2	114	90	91	95	95	96	95	90	87	89	97	101	104	103
Subtotal	**390**	**287**	**298**	**303**	**309**	**318**	**322**	**324**	**323**	**326**	**345**	**350**	**350**	**350**
Vacancy rate			**23.6%**	**22.3%**	**20.8%**	**18.5%**	**17.4%**	**16.9%**	**17.2%**	**16.4%**	**11.5%**	**10.3%**	**10.3%**	**10.3%**
General Service/Principal level	12	8	8	8	9	10	10	10	9	9	9	10	10	10
General Service/Other level	283	190	223	233	237	245	252	248	251	253	256	259	266	272
Security Service	99	84	87	85	87	90	89	92	94	95	95	95	98	98
Subtotal	**394**	**282**	**318**	**326**	**333**	**345**	**351**	**350**	**354**	**357**	**360**	**364**	**374**	**380**
Vacancy rate			19.3%	17.3%	15.5%	12.4%	10.9%	11.2%	10.2%	9.4%	8.6%	7.6%	5.1%	3.6%
Total	**784**	**569**	**616**	**629**	**642**	**663**	**673**	**674**	**677**	**683**	**705**	**714**	**724**	**730**
Vacancy rate			21.4%	19.8%	18.1%	15.4%	14.2%	14.0%	13.6%	12.9%	10.1%	8.9%	7.7%	6.9%

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Financing of the United Nations Interim Administration Mission in Kosovo

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Report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the financing of the United Nations Interim Administration Mission in Kosovo (UNMIK) for the period from 1 July 2000 to 30 June 2001 (A/55/477). During its consideration of the report, the Advisory Committee met with the Principal Deputy Special Representative of the Secretary-General and other representatives of the Secretary-General, who provided additional information and clarifications.

2. The Advisory Committee visited Kosovo from 16 to 20 June 2000. During its visit, the Committee met with the Special Representative of the Secretary-General, his Principal Deputy and other senior officials of the Mission, as well as with the heads of the components (pillars), the co-heads of the Joint Interim Administrative Structure (JIAS) departments and other local leaders. The Committee visited a number of mission facilities and made field visits to Mitrovica, including the district court, and to the municipality of Lipljan. The Committee gathered valuable information and gained considerable experience concerning the environment under which the activities of the Mission are carried out. That information and experience has been taken into account in the recommendations made in the present report. The Committee wishes to record its appreciation for the support given to it by UNMIK during its visit to the area of operation.

3. UNMIK was established by the Security Council in its resolution 1244 (1999) of 10 June 1999 for an initial period of 12 months, to continue thereafter unless the Security Council decides otherwise. The General Assembly, in its resolution 54/245 A of 23 December 1999, decided to appropriate the amount of $427,061,800 gross ($410,091,700 net) for the establishment and maintenance of UNMIK for the period from 10 June 1999 to 30 June 2000, inclusive of the amount of $200 million authorized by the Assembly in its resolution 53/241 of 28 July 1999.

4. The estimates provided in the report under consideration (A/55/477) revise and supersede those presented in the report of the Secretary-General contained in document A/54/807 of 22 March 2000. The Advisory Committee submitted interim recommendations to the General Assembly in its report dated 7 April 2000 (A/54/842). On the basis of those recommendations, the Assembly, in its resolution 54/245 B of 15 June 2000, authorized the Secretary-General to enter into commitments in an amount not

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exceeding $220 million for the operation of the Mission for the period from 1 July to 31 December 2000. **The Committee regrets the absence of performance data, the receipt of which would have greatly facilitated its work. The Committee also experienced difficulty with the format and presentation of the estimates. The Committee intends to follow up on this matter with the Secretariat prior to the submission of the next round of peacekeeping budgets in February 2001.**

5. The Advisory Committee was informed that, of the total assessment of $626.45 million from inception on 10 June 1999 to the period ending 30 June 2001, $495.18 million had been received as at 13 October 2000, leaving an outstanding balance of $131.27 million. The cash position of the Mission as at 13 October was $103.4 million and expenditures for the period from 1 July 2000 to 30 June 2001, as at 31 October 2000, amounted to $95,320,300 net, including unliquidated obligations of $16,514,200.

6. The Advisory Committee points out that the unaudited financial statements for the period from 1 July 1999 to 30 June 2000 (schedule 16.1) indicate that, out of $427,647,000 allotted, the reported expenditure amounts to $362,375,000, including $106,335,000 unliquidated obligations.

II. Cost estimates for the period from 1 July 2000 to 30 June 2001

7. As can be seen from the report of the Secretary-General (A/55/477, summary), of the total proposed budget of the Mission, some 71 per cent of resources relates to civilian personnel costs, while 21 per cent relates to operational costs. Staff assessment accounts for 6 per cent of the total, and military personnel costs 2 per cent.

8. The proposed budget for UNMIK for the period from 1 July 2000 to 30 June 2001 provides for a total strength of 10,314 personnel, including 42 military liaison officers, 4,718 civilian police, 1,357 international staff, 11 national officers, 3,983 local staff and 203 United Nations Volunteers.

9. The proposed budget amounts to $474,401,800 gross, inclusive of commitment authority of $220 million already authorized by the General Assembly in its resolution 54/245 B. This represents an increase of $47.3 million, or 11 per cent, over the approved budget for the period ending 30 June 2000. Table 1 of the report provides a summary of the proposed changes in the UNMIK budget in five categories of expenditure. The largest changes consist of a reduction under operational requirements of $89.1 million, or 47.3 per cent (see paras. 53-55 below), and an increase under civilian personnel of $120.3 million, or 55.6 per cent (see paras. 15-19 below). The initial estimates for the period from 1 July 2000 to 30 June 2001 amounted to $461,380,600 gross. The present estimates thus represent an increase of $13.02 million over the initial estimates, or 2.8 per cent (see A/54/807, table 1).

10. A number of developments have affected the estimates and have necessitated the restructuring of the Mission. Among these are the establishment of the Kosovo Transitional Council (KTC) in July 1999 and the establishment of JIAS in December 1999, as well as the appointment of international and local co-heads to the JIAS departments. In addition, in May 2000, the Special Representative decided to launch a Special Programme for International Judicial Support in Kosovo. Resources are requested for that Programme, as well as for strengthening the Office of the Special Representative, regional and municipal operations, security and administrative and information technology services. Factors affecting the estimates are described in detail in paragraphs 14 to 124 of the report of the Secretary-General, as well as in the reports of the Secretary-General to the Security Council dated 6 June and 18 September 2000 (S/2000/538 and S/2000/878). Restructuring in the Mission has mainly taken place in the Office of the Special Representative, owing to a number of factors, including the phasing out of Pillar I (Humanitarian Affairs) and to weaknesses associated with the pillar system in general.

11. The Advisory Committee notes that the revised estimates were prepared prior to recent major changes in the region. Upon enquiry, the Principal Deputy Special Representative informed the Committee that the changes were bound to affect the operation of the Mission, but that it was too early to make a realistic assessment of the extent and areas that would be affected. He also stated that more would be known after the municipal elections held in Kosovo on 28 October 2000 and the central elections to be held in 2001.

Military personnel costs

12. As indicated in paragraphs 2 to 4 of annex I.C to the report of the Secretary-General, proposed military personnel costs reflect an increase of $5,385,700 for a total of $8,081,900. The increase relates primarily to additional requirements for contingent-owned equipment and self-sustainment for 10 formed special police units. Additional requirements of $113,000 are also proposed for the deployment of four additional military liaison officers and the rotation of military liaison officers, bringing the total number of military liaison officers to 42.

13. The Advisory Committee enquired about the deployment of the present 38 military liaison officers and was informed that three were assigned to each of the five regions. Upon request, the Committee was provided with additional information regarding the assignment of all the military liaison officers, including the proposed four new officers (see annex I below). **The Committee recommends that, in the first instance, the functions to be performed by the four additional military liaison officers be met through redeployment.**

14. The Advisory Committee notes that, as indicated in paragraph 1 of annex I.C of the report of the Secretary-General, the estimated costs for the 10 formed special police units are based on phased full deployment of 1,160 formed police by November 2000. Upon enquiry, the Committee was informed that the Mission had not yet managed to secure agreement for deployment of two of the projected 10 units. The Committee was further informed that the savings that will arise as the result of the delayed deployment of the two special police units amount to $979,294.

Civilian personnel costs

15. The cost estimates for civilian personnel are set at $336,867,600, representing an increase of $120,324,200 over the apportionment for the period ending 30 June 2000. The estimates are based on deployment of 3,558 civilian police and 1,160 personnel in formed police units ($127,817,300), 1,357 international staff, 3,983 local staff and 11 national officers ($191,597,500) and 203 United Nations Volunteers ($17,452,800). A total of 909 additional staff are being requested: 209 additional international staff, 701 additional local staff and a reduction of one national officer. As indicated in paragraphs 1 and 6 of annex I.C to the report, cost estimates for international staff take into account a 15 per cent vacancy rate and are based on New York standard costs for 642 staff. Emoluments of 715 international staff recruited under contracts of limited duration have been calculated based on a new salary scale, effective 1 July 2000. It is estimated that 70 per cent of Professional and Field Service staff will be recruited as mission appointees. In addition, common staff costs for international staff have been calculated at 40 per cent of adjusted net salaries. Estimates for local staff, civilian police, national officers and military liaison officers reflect a 5 per cent vacancy rate. Upon request, the Advisory Committee was provided with the following information on the incumbency situation as at 31 October 2000:

Category of personnel	*Authorized*	*Encumbered*	*Vacancy rate (percentage)*
Military liaison officers	38	39	2.6
Civilian police	4 718	4 131	12.5
International staff	1 148	1 095	4.6
Local staff	3 282	3 440[a]	(4.8)
United Nations Volunteers	203	203	-
National officers	12	8	33.4

[a] Staff recruited on a temporary basis pursuant to paragraph 10 of the report of the Advisory Committee contained in document A/54/842.

16. A number of steps have been taken to address recruitment weaknesses in the Mission. These have included delegation of recruitment authority to the Mission and the dispatch of an expert in classification from New York to assist the Mission.

17. The civilian police comprises two elements: 3,558 civilian police and 1,160 personnel in formed police units. As indicated in paragraphs 112 to 119 of the report of the Secretary-General, the mandate of the civilian police is twofold: (a) to provide interim law enforcement services and (b) to develop rapidly a credible, professional and impartial Kosovo Police Service. The Advisory Committee was informed that out of the envisaged target of 10,000 local police, 2,238 had completed training as at 23 October 2000 and a further 300 were in training. Of that total, 54, or 2.4 per cent, had not been subsequently enrolled as

local police officers, for a variety of reasons. During its visit to Kosovo, the Committee was briefed extensively on all aspects of the civilian police operation and the cooperation between UNMIK and the Kosovo Force (KFOR) in this area. **The Advisory Committee notes with satisfaction that, under the present circumstances, the Mission is discharging its police mandate efficiently, and emphasizes that the training of local police continues to be a matter of utmost priority in the development of a viable local capacity for the maintenance of law and order. The Committee trusts that close coordination and cooperation between the formed units and the civilian police will ensure and promote the effective implementation of the executive police mandate of UNMIK.**

18. The proposed changes to the staffing table for international and local staff are outlined in paragraph 132 of the report of the Secretary-General. They include net increases of 51 posts for the Office of the Special Representative, 409 posts for Civil Administration and 489 posts for the Division of Administration, and a net decrease of 40 posts for the Office of the Deputy Special Representative for Humanitarian Affairs, as a result of the phasing out of Pillar I (Humanitarian Affairs). Upon request, the Advisory Committee was provided with a table summarizing the proposed new posts, reclassifications and redeployments (see annex II below).

19. **From its visit to the Mission and the discussions it has had with the Principal Deputy Special Representative and other representatives of the Secretary-General, the Advisory Committee concludes that, in the allocation of resources, priority should be given to those resources requested for temporary judicial support, the police and other issues connected with security, as well as for managing the temporary administrative structure, including JIAS and regional and municipal support.**

Office of the Special Representative of the Secretary-General

20. The structure and functions of the Office of the Special Representative of the Secretary-General are outlined in paragraphs 34 to 66 of the report of the Secretary-General and proposed staffing requirements are set out in paragraphs 137 to 186. A total net increase of posts is requested, as follows: 42 new posts; redeployment of 16 language posts from the Division of Administration; redeployment of the five posts from the Office of Gender Affairs to Civil Administration; and abolition of two national officer posts. A detailed breakdown is contained in annex II below.

21. Upon enquiry by the Advisory Committee, the Principal Deputy Special Representative explained that some of the requests for resources for the Office of the Special Representative were intended to address weaknesses inherent in the pillar concept of the Mission. When visiting the Mission, the Committee noted that the complexity of the pillar concept had contributed considerably to the difficulties encountered by the Special Representative in coordinating the activities of the Mission and, in a number of aspects, had led to increased costs for the Mission. **In the opinion of the Advisory Committee, the Special Representative should be given the discretion to organize his office as he deems appropriate. However, the Committee concludes that there is room for considerable streamlining and that a number of operational functions assigned to the office could be carried out by the other components of the Mission. Taking the foregoing into account, the Committee recommends that, rather than 42 new posts, the staffing of the Office of the Special Representative be increased by 21 new posts. The net increase in the staffing of the Office of the Special Representative would therefore be 30 posts (see para. 18 above).**

22. In his report (paras. 139-142), the Secretary-General also proposes the reclassification of five posts in the Office of the Special Representative. The posts of Director and Deputy Director of the Office of Political Affairs are proposed for reclassification from D-1 and P-5 to D-2 and D-1 respectively. **Although the Advisory Committee recommended against the higher levels in its report on the previous budget submission (A/54/622, para. 26), taking into account the experience of its visit to the region, it now recommends acceptance of the request.**

23. In the Office of the Spokesperson and Public Information, proposals include the reclassification of the posts of Director and Deputy Director from D-1 and P-5 to D-2 and D-1, respectively. In its report on the previous budget submission for UNMIK, the Advisory Committee recommended against the higher levels (A/54/622, para. 29). The Committee points out

that the post of Spokesman for the Secretary-General at Headquarters is classified at the D-2 level. The Committee notes the statement in paragraph 156 of the report of the Secretary-General that it may prove practical to wind down some public information activities after the elections and after a local administration is in place and, further, that the posts have been maintained at the level authorized by the General Assembly for the period ending 30 June 2000. **While the Committee does not underestimate the importance of an effective public information programme for the success of a Mission such as UNMIK, it nevertheless maintains its previous position that the level of the posts should be set at the D-1 and P-5 levels, respectively. However, taking into account the evolving situation, the Committee recommends that a review be undertaken of the level of and planning for public information activities.**

24. It is also proposed that the post of Legal Adviser be reclassified from the D-1 to the D-2 level. This is a resubmission of the previous proposal submitted to the General Assembly, which the Advisory Committee had recommended against (see A/54/622, para. 25). **In view of its comments in paragraphs 19, 30 to 37 and 42 of the present report, regarding the intensified activities and role of the Mission in legal and judicial matters, the Committee agrees with the request for reclassification of the post of Legal Adviser to the D-2 level.**

25. The Advisory Committee inquired about the treatment of issues concerning minorities. As witnessed by the Committee during its visit and from the briefings it received both in Kosovo and New York, this is a very sensitive issue and the Committee would have expected greater transparency regarding it in the estimates under consideration. Upon enquiry, the Committee was informed that, precisely because of the sensitivity of the matter, and an aversion among the local population for the term "minority", such issues would be dealt with under the programme of community affairs and the Office of Human Rights and Community Affairs. As indicated in paragraph 173 of the report of the Secretary-General, it is proposed that the current Office of Human Rights be reconfigured into the Office of Human Rights and Community Affairs and that the currently authorized human rights posts (one D-1, one P-5, one P-4, one P-3, one General Service (Other level), three Local level) be augmented by the addition of three P-3 posts dedicated to minority affairs. **The Committee requests that the adequacy of these provisions be monitored and, if necessary, adjusted as appropriate.**

26. As indicated in paragraph 181 of the report of the Secretary-General, the Language Unit, which includes 16 posts, has been moved from the Division of Administration to the Office of the Special Representative. Twenty-four new posts are also requested, as follows: three P-3 posts for internationally recruited translators and interpreters; one General Service (Principal level) post for a senior administrative assistant for the Chief of the Unit; and 20 Local level posts for interpretation, translation and proof-reading in local languages. The Advisory Committee notes that, in addition, in paragraph 180 of the report, eight language posts are proposed for the Military Liaison Office. Furthermore, the Committee is aware that language personnel are assigned to the police and judiciary throughout the mission area. In paragraph 206 of the report, for example, 49 posts are requested for international interpreters/translators for the Department of Justice, under Civil Administration. In paragraph 221 of the report, 200 locally recruited interpreters/translators are requested to assist the UNMIK Police in carrying out their law enforcement functions. The Committee agrees with the statement in paragraph 183 of the report that "the Office of the Special Representative needs professional, internationally recruited interpreters to faithfully, convincingly and diplomatically convey his message into the Serbian and Albanian languages". However, the Committee questions the rationale for the transfer of the Language Unit from the Division of Administration. **The Committee recommends that this transfer be reviewed and that all language services at Pristina and, as appropriate, at other locations, be managed in an integrated manner to ensure optimum assignment and use.**

Civil Administration (Pillar II)

27. An increase of 409 posts is proposed under Civil Administration (Pillar II), as follows: 377 new posts; redeployment of 5 posts from the Office of the Special Representative; and redeployment of 27 posts from Humanitarian Affairs (see A/55/477, paras. 188-229). In addition, eight posts are proposed for reclassification (see annex II below).

28. As indicated in paragraph 189 of the report of the Secretary-General, the Office of Gender Affairs is being redeployed from the Office of the Special Representative to the Office of the Deputy Special Representative for Civil Administration. The reclassification of the post of Head of the Office from P-5 to D-1 and the addition of one new P-5 post are proposed. **The Advisory Committee recommends that the post of Head of the Office remain at the P-5 level and recommends against the granting of the new post.**

29. As indicated in paragraph 200 of the report of the Secretary-General, as the result of the phasing out of the Humanitarian Affairs component (Pillar I), the Mine Action Coordination Centre and its staff resources (27 posts) have been redeployed to the Department of Civil Security and Emergency Preparedness, under Civil Administration (Pillar II).

30. The decision to launch the Special Programme of International Judicial Support in Kosovo is a major proposal with significant resource implications. For the Programme, a total of 121 new posts are proposed as follows: 6 D-1 and 5 P-5 posts for international judges; 3 P-5 posts for international prosecutors; 10 P-3 posts for legal officers; 27 P-3 and 22 P-2 posts for international translators and interpreters; 11 General Service (Other level) posts for international secretaries/court recorders; 14 Local level posts for legal assistants; 10 Local level posts for translators; and 13 Local level posts for administrative assistants.

31. The Advisory Committee notes that, in paragraph 206 of the report, 49 international language staff are proposed to provide specialized interpretation and translation services to the Special Programme of International Judicial Support. **The Committee recommends that, where appropriate, these staff be managed as described in paragraph 26 above. Furthermore, the Committee recommends that a review be undertaken to determine the number of other support staff required in the light of the emerging caseload. Should it be determined that not all of the posts requested would be required, some of them could then be redeployed to other areas of the Mission, in particular those affected by the recommendations made by the Committee in the present report.**

32. The Advisory Committee recalls that, in his report of 6 June 2000, the Secretary-General stated that preparations were under way to establish a Kosovo war and ethnic crimes court and that local and international response to that initiative had been favourable (S/2000/538, para. 60). During its visit to Kosovo, the Committee was briefed extensively on all aspects of the establishment of the court and, during a visit to the district court of Mitrovica, met with some of the international judges and a prosecutor that had already been appointed. The Committee raised a number of questions regarding the role of the proposed court, its mandate, its similarity and relationship, if any, with the International Tribunal for the Former Yugoslavia, the procedure that was being followed to establish the court and its potential cost and funding arrangements.

33. The Advisory Committee notes that no mention is made of the proposed court in the report of the Secretary-General to the Security Council dated 18 September 2000 (S/2000/878). Rather, in the budget estimates for the period ending 30 June 2001 (A/55/477), the proposal is for the appointment of eleven international judges and five international prosecutors, for the purpose of initiating temporary emergency intervention in the judicial operations of Kosovo to provide minimal standards of justice, and to begin building the capacities of Kosovo's newly re-created judicial institutions. This support would be provided as "an integral part of the local judicial system, to promote the rule of law, impartiality and independence of the judiciary and peaceful coexistence and to complement efforts to strengthen and rehabilitate existing judicial institutions and alleviate deficiencies in the current judicial system" (A/55/477, para. 26). Upon enquiry as to the envisaged duration of the temporary international judicial support, the Committee was informed that the expectation was that, by the end of 2001, the programme would be phased out in favour of a more traditional development-oriented capacity-building programme.

34. The Advisory Committee points out that the bulk of the personnel for the local judiciary of Kosovo is funded from the Kosovo consolidated budget — currently 355 local judges and 56 local prosecutors. The Committee requested information on the total cost under the assessed budget for the eleven international judges, five international prosecutors and support staff, including other direct costs such as security, accommodation and transport. The Committee requests that the information be provided to the Fifth Committee.

35. The Advisory Committee notes that regulation No. 2000/6 (amended by regulation No. 2000/34), which was promulgated by the Special Representative to establish the mandate of the international judges and prosecutors, provides that "international judges shall have the authority and responsibility to perform the functions of their office, including the authority to select and take responsibility for new and pending criminal cases within the jurisdiction of the court to which he or she is appointed. International prosecutors shall have the authority and responsibility to perform the functions of their office, including the authority and responsibility to conduct criminal investigations and to select and take responsibility for new and pending criminal investigations or proceedings within the jurisdiction of the office of the prosecutor to which he or she is appointed" (see A/55/477, para. 25). The Committee concludes from the foregoing that the caseload would depend on the number of cases that the international judges and prosecutors decide to select. The caseload, in turn, would determine the level of resources, including support staff, that would be required.

36. **The Advisory Committee regrets that the financial implications of regulation No. 2000/6 (amended by regulation 2000/34) were not brought to the attention of the Committee or the General Assembly prior to implementation under the assessed budget. During the meetings held with the representatives of the Secretary-General, the Principal Deputy Special Representative acknowledged that proper procedure should have been followed before the Mission began funding the cost of the initial international judges and prosecutors under the assessed budget. The Committee trusts that such lapses will be avoided in the future.**

37. Since the Mission has had little experience with international jurists, the Advisory Committee enquired about the basis for estimating the number of support staff required. It was informed that the estimates of the number of staff required were based on the limited experience of the operation of the Mitrovica district court. **The Committee cautions that, in order for the proposed international support to be effective, the caseload must be limited to those cases the resolution of which would result in maximum impact in terms of lessons learned for the personnel of the local judiciary. Furthermore, this international judicial intervention must not be regarded as a substitute for, or as a way to diminish the need for, an intensive and extensive training and coaching programme for the local judicial personnel, without whom no amount of international support would be adequate to address the long-term needs of Kosovo. The Committee requests that information on cooperation between UNMIK and the International Tribunal for the Former Yugoslavia be provided to the Fifth Committee.**

38. Requirements for seven new posts (one P-5, one P-4, one P-3, one General Service (Other level), three Local level) for a new Department of Non-Resident Affairs are set out in paragraphs 213 to 218 of the report of the Secretary-General. The Committee notes that the role of the new Department will be to deal with the sensitive issues relating to Kosovars temporarily or permanently living outside Kosovo, including the dignified, phased and humane return to Kosovo of those who wish to return and the promotion of non-resident Kosovar contributions to and investments in Kosovo. During its visit to Kosovo, the Committee was briefed on the importance of proper handling of this question in the context of the overall programme of ethnic reconciliation and peaceful co-existence. **The Committee recommends acceptance of the seven new posts.**

39. In paragraphs 219 to 221 of the report, proposals are made for 201 new posts (1 D-1, 200 Local level) for the UNMIK Police. The new D-1 post would be for the Deputy Police Commissioner, while the 200 Local level posts would be for interpreters/translators to assist the Police in carrying out their law enforcement functions. **The Advisory Committee, taking into account the executive mandate of the civilian police operation in Kosovo and the need to ensure effective coordination with all elements concerned with the maintenance of law and order, recommends the establishment of a new D-1 post for the Deputy Police Commissioner.** The Committee notes, as indicated in paragraph 221 of the report, that the proposed establishment of 1,645 locally recruited personnel provides one language assistant for every three police officers, in addition to 72 multilevel support staff in the Department of Police, 39 police stations and 21 substations throughout Kosovo. The Committee was provided with the following

information regarding the vacancy rate for language services staff:

Office	*Authorized*	*Encumbered*	*Vacancy rate (percentage)*
Joint Interim Administrative Structure	86	91	(6.0)
Office of Human Rights and Community Affairs	3	6	(100.0)
Military Liaison Office	10	7	30.0
UNMIK Police	1 573	1 539	2.1
Regional Administrative Group	5	7	(40.0)

40. In paragraphs 222 and 223 of the report, reclassification from D-1 to D-2 is proposed for two of the five regional administrator posts, namely those of Mitrovica and Pristina. This is a revision of the original proposal (see A/54/494, para. 62) for reclassification of all five posts to the D-2 level, which had not been recommended for approval by the Advisory Committee. **Taking into account its visit to the region, the Committee now recommends that the posts of regional administrator for Mitrovica and Pristina be reclassified from the D-1 to the D-2 level.**

41. A total of 40 new staff is requested for regional and municipal functions. In paragraphs 224 and 227 to 229 of the report of the Secretary-General, 15 new posts (five P-4 and ten P-3) are requested to staff the Mitrovica Regional Office; five new posts (one P-5, two P-4 and two P-3) are requested to staff the municipal office for the newly established municipality of Malishevo; and 20 new posts (ten P-4 and ten P-3) are requested for local community civil affairs officers to be deployed in selective municipalities with significant minority population groups. The Advisory Committee was informed at the time of its visit to Kosovo that 40 per cent of the posts in the municipalities were vacant, reflecting serious difficulties in staffing the municipal offices. In addition, the Committee noted that in a number of areas there was a clear tendency to give priority in staffing to Pristina rather than to the regions or municipalities. Upon enquiry, the Committee was informed that the vacancy rate in the municipalities as at 4 November 2000 was 25.7 per cent, and that the corresponding rate for the regional offices was 13.1 per cent. The Committee was also informed that vacant posts from the regional offices and municipalities had been used to place staff for the judicial programme. The Committee points out that the role of the Mission in the regions and municipalities will need to be reviewed after the municipal elections, which were held on 28 October 2000, and the central elections scheduled for 2001. **Under the circumstances the Committee agrees with the request for the new posts, but recommends that a careful review be made of the continuing need for all of them. Should it be determined that some of the posts are no longer required, redeployment could be made to other sectors of the Mission, as appropriate. A review should also be undertaken of the composition of the 15 departments of JIAS, falling under Civil Administration, with a view to providing for more positions to be held by local personnel.**

42. **In view of the comments made above and the priority requirements of the Special Programme of International Judicial Support (including penal services), language services for the police and strengthening of regional and municipal administrations, and taking into account its recommendation set out in paragraph 28 above, the Advisory Committee recommends acceptance of 376 new posts requested for Civil Administration. In filling current vacancies, due regard should be given to the priorities mentioned above. The Committee also recommends approval of the redeployments proposed for Civil Administration.**

Division of Administration

43. A net increase of 489 posts is proposed for the Division of Administration as follows: 506 new posts (2 P-4, 12 P-3, 5 P-2, 50 Field Service, 2 General Service (Other level), 2 Security Service, 433 Local level), offset by a reduction of one P-4 post and the redeployment of 16 posts (1 P-4, 1 P-3, 2 Local level, 12 national officers) to the Office of the Special Representative and to Civil Administration. In addition, 10 posts are proposed for reclassification (see annex II below).

44. The Advisory Committee notes that no staff changes are being proposed for the Finance, Personnel or Communications Sections.

45. In paragraph 231 of the report of the Secretary-General, 10 additional posts (one P-4, one P-3, one Field Service, seven Local level) are proposed for Medical Services. During its visit to Kosovo, the Advisory Committee was informed that the Mission had a small dispensary. Medical services were being provided by KFOR, but the practices of the various battalions differed. For example, one KFOR battalion did not ask for reimbursement for services it provided to UNMIK personnel; another battalion, on the other hand, was quite meticulous in its request for detailed reimbursement for services rendered to UNMIK personnel. **Under the circumstances, the Committee recommends approval of the request for 10 new posts to perform the medical and administrative functions referred to in paragraphs 232 to 234.**

46. As indicated in paragraphs 235 to 241 of the report, 258 new posts (2 P-2, 1 Field Service, 2 Security Service, 253 Local level) is requested for security services. In addition, as stated in paragraph 9 of annex I.C to the report, an additional 200 security personnel would be hired for a period of six months, at a cost of $646,900, from general temporary assistance funds. The total number of posts for the Security Section would be 709, as against the 451 currently authorized. The bulk of the personnel would perform security guard duties at UNMIK buildings and other locations. The Advisory Committee notes from paragraph 241 of the report that 629 guards are required to secure UNMIK compounds. Upon enquiry, the Committee was informed that, as at 12 October 2000, the Security Section had on board 627 locally recruited security guards, of which 476 were currently funded from UNMIK posts and 151 were charged to general temporary assistance funds and contractual services. Thus, the request for 253 Local level posts was, in effect, a proposal to accommodate guards who are currently funded from the general temporary assistance and contractual services object of expenditure.

47. The Advisory Committee enquired as to whether there would be any offsets under general temporary assistance as the result of the conversion of the 151 security personnel posts. The Committee was informed that provision for the security personnel had been included under general temporary assistance for the six-month period from July to December 2000, on the expectation that the additional posts requested would be approved by the General Assembly in December. Once approved, the 151 personnel would be converted to local staff. Since the effective date of conversion would not be retroactive, there would be no resulting reduction of expenditures under general temporary assistance.

48. While visiting Kosovo, the Advisory Committee was briefed extensively on the security situation and its effect on the day-to-day operation of the Mission. The Committee was informed that, because of a deterioration in the security situation, a number of measures had been taken to enhance security for mission personnel and that proposals for additional staff support would be submitted in the context of the proposed budget for the Mission for the period from 1 July 2000 to 30 June 2001. The approval of the request for additional guards would also free civilian police to perform their proper function of maintenance of law and order, as they have been assisting the Security Section with securing buildings.

49. On the question of outsourcing guard duties, the Advisory Committee was informed that opportunities in this area were limited by the absence of competent local firms to provide such services. The only functioning local security company is only half the size of the Mission's local guard force and does not have the capacity to cover all the regions. Furthermore, as stated in paragraph 241 of the report, it is highly desirable to have guard staff who are employed by the United Nations, rather than contracted. **The Committee agrees with the need to ensure that adequate security services are provided for mission personnel, its compounds and assets. It trusts, however, that the number of personnel required for this function will be monitored regularly and assessed in terms of the level of existing security risk, as determined by the Special Representative and his advisers.**

50. Other major requests for additional staff for the Division of Administration include 116 posts (12 Field Service, 104 Local level) for the Transport Section, 71 posts (2 P-3, 3 P-2, 16 Field Service, 50 Local level) for the Electronic Data-Processing Section and 24 posts (4 P-3, 15 Field Service, 5 Local level) for the Engineering Section.

51. The Advisory Committee observes that, in the last period and in the current one, a total in excess of 24 million has been approved and proposed for electronic data-processing equipment. Moreover, considerable strengthening of the staff of the Electronic Data-Processing Section is proposed to support the sizeable expenditure on hardware and software. **However, there has been no obvious effect or increased productivity in a number of sectors of the Mission, such as the Financial, Personnel, General Services, Transport or Engineering Sections.** The Advisory Committee also notes that the proposed communications system, as described in detail in paragraphs 26 to 39 of annex I.C of the report of the Secretary-General, would appear to be quite sophisticated.

52. **The Advisory Committee is not calling into question the need for automation or the necessity of applying the most up-to-date technology in United Nations missions. Furthermore, the Committee acknowledges that it may be too early to assess the impact of the considerable automation capacity now available to the Mission. However, for this Mission, and indeed for all United Nations missions, acquisition of new technology and communications capacity, as well as the number of technical staff to support this capacity, should be appropriate to the particular needs of the Mission. Moreover, care should be taken to ensure that new technical capacity installed for mission needs can be removed on departure or, if it is to be left, that the local administration has the necessary technical knowledge to use and maintain it.**

Operational requirements

53. The estimate of $99.3 million for operational requirements represents a reduction of $89.1 million in comparison with the amount of $188.43 million authorized for the period ending 30 June 2000. The estimated requirements include provisions for premises/accommodations ($10,945,400), infrastructure repairs ($318,000), transport operations ($15,254,200), air operations ($6,850,500), communications ($21,980,500), other equipment ($22,606,400), supplies and services ($19,363,700) and air and surface freight ($2,000,000). Major reductions as compared with the amounts approved for the period ending 30 June 2000 occur under transport operations ($62,054,700) and communications ($24,578,000), owing to the fact that much of the equipment and many of the vehicles required for the Mission have already been procured. Under other equipment, the requirement is estimated at $22,606,400 (including $20,138,900 for non-recurrent items), as against $31,601,900 approved for the prior period. This would amount to $54,208,300 for the 24-month period. Upon enquiry, the Advisory Committee was informed that the current estimates included electronic data-processing equipment, with an estimated value of $1,087,500 and petrol tanks, and metering equipment with an estimated value of $43,000, which had been budgeted but not procured in the period ending 30 June 2000. The Committee was informed that the cost of the electronic data-processing equipment, which had been rolled over to the budget for the period ending 30 June 2001, would be included in the savings of some $7.1 million to be reported under electronic data-processing equipment in the forthcoming performance report for the period ending 30 June 2000. The Committee was further informed that, with regard to the rollover of costs for petrol tanks, the same amount ($43,000) was included in the budget for the period ending 30 June 2000. Although no fuel tanks were purchased, an obligation in the amount of $770,000 had been raised. However, the obligation was subsequently cancelled after the year-end closing of accounts. For that reason, the savings would not be reflected in the forthcoming performance report. **The Committee reiterates its often-repeated request that the continuing validity of obligations be consistently monitored.**

54. The Advisory Committee notes that, in paragraph 22 of annex I.C to the report of the Secretary-General, the acquisition of 65 new vehicles and the replacement of 46 4x4 general purpose vehicles are proposed. The Committee was informed that the 46 4x4 vehicles would replace similar vehicles that had to be written off after being involved in accidents. As indicated in the same paragraph, the vehicle fleet consists of 3,184 United Nations vehicles and 309 formed police unit vehicles. During its visit to the Mission, the Committee saw a considerable number of vehicles, primarily police vehicles, that had been involved in accidents, and was informed that, in the first year of mission operations, 841 accidents and 491 incidents had occurred. The Committee has expressed its concern regarding this matter to the representatives of the Mission and reiterates that concern here. The Committee is of the view that a thorough analysis of the situation should be made in order to identify the

root causes of the accidents. The Committee was informed that the Mission is monitoring the situation, that stricter standards are being put in place for personnel operating vehicles and that, owing to the driving conditions in the mission area, such personnel is being required to pass a more rigorous driving test.

55. Upon enquiry, the Advisory Committee was informed that UNMIK had signed memoranda of understanding with the European Union, the United Nations Development Fund for Women, the United Nations Centre for Human Settlements and the United Nations Population Fund for the recovery of monthly charges in connection with services rendered. It was also reported that, although an amount had been agreed upon with the International Tribunal for the Former Yugoslavia, the memorandum of understanding had not yet been signed, and that negotiations with OSCE for the recovery of a one-time charge of $13,297.42 were ongoing. In addition, the Council of Europe, which was occupying space as of early November would sign a memorandum of understanding for an amount to be determined. **In future, this information, including the type of services rendered and amounts reimbursed, should be included in the budgets of peacekeeping operations.**

56. The Advisory Committee notes the information provided in annex III to the report on the various roles and functions of the organizations of the United Nations system in UNMIK operations. **The Committee requests that information on the work of United Nations agencies and programmes and other partners in Kosovo continue to be provided in an annex to the report in future submissions, including the amount of resources committed for assistance and the numbers and levels of personnel deployed. Moreover, in seeking talent, the search for staff resources should not be restricted to the United Nations and its agencies.**

57. Upon request, the Advisory Committee was provided with information on the Kosovo consolidated budget and the UNMIK budget (see annex III below). **In this connection, the Committee requests that, in the next budget submission on UNMIK, the guidelines for determining funding as between assessed and other sources of income be spelled out.**

58. **The Committee points out that the UNMIK experience should result in a wealth of information which would be useful in other peacekeeping operations, at Headquarters and in other agencies. Accordingly, lessons learned in UNMIK should be properly tracked and recorded so that they can be shared.**

III. Conclusions and recommendations

59. **The Advisory Committee recognizes that 79 per cent of the proposed budget for UNMIK for the period from 1 July 2000 to 30 June 2001 relates to personnel (military, civilian, police and staff) and, further, that it incorporates a number of technical adjustments, including application of vacancy rates, the use of separate salary scales for mission appointees and lower-than-standard costs for common staff costs, by which it has been reduced. Nevertheless, given the fact that, as at 31 October 2000, of the $220 million assessed by the General Assembly for the period from 1 July to 31 December 2000, expenditures have amounted to only $95,320,300 net, with an unencumbered balance of $112,087,100, the Committee believes that there is room for some reduction. A table showing expenditures for the period from 1 July 2000 to 30 June 2001, as at 31 October 2000, is contained in annex IV below. As can be seen from that table, a significant underexpenditure appears under operational requirements. While the Committee recognizes that it is not unusual for delays to be experienced in procurement, leading to eventual expenditure during the financial period, it still believes that the pattern of expenditure will result in savings.**

60. **The Advisory Committee observes that the bulk of the underexpenditure, some $73 million, appears under civilian personnel costs, including civilian police. The Committee has been informed that some of this underexpenditure relates to technical factors for the recording of entitlements, which will, in fact, be paid retroactively. The Committee points out that, as indicated by the Principal Deputy Special Representative, a review of the Mission is planned after the holding of the municipal and central elections. The central elections will not be held before the estimates for the next period are prepared; nonetheless, there does not seem to be any justification for expanding areas that will certainly begin to be taken over by the local administration and funded from the**

Kosovo consolidated budget and other sources. In a related matter, the Committee encourages the use of United Nations Volunteers wherever possible. In this connection, the Committee recalls and reiterates its view on the use of United Nations Volunteers in peacekeeping operations (see, for example, A/54/804, para. 20).

61. Accordingly, bearing the foregoing in mind and taking into account the observations and recommendations in paragraphs 6, 13, 14, 17, 19, 21 to 26, 28, 30, 36, 37, 39 to 42, 45, 49, 52, 55 to 58 above, the Advisory Committee recommends that the General Assembly appropriate for the maintenance of UNMIK an amount of $450 million, reflecting a reduction of approximately 5 per cent from the amount proposed by the Secretary-General. This would be inclusive of the amount of $220 million already authorized by the Assembly in its resolution 54/245 B.

62. The Advisory Committee further recommends that the General Assembly approve the assessment of $230 million, taking into account the amount of $220 million already assessed under the terms of resolution 54/245 B.

Annex I

Military Liaison Component established as of 2 November 2000

Military Liaison Component teams	*Region*	*Military Liaison Component composition*
Headquarters	Pristina	6
Situation Centre	Pristina	4
Centre	Pristina	5
KFOR	Pristina	2
North	Mitrovica	5
South	Prizren	5
East	Gnjilane	5
West	Pec	4
Skopje	Skopje	2
Assistant to the Special Representative of the Secretary-General	Pristina	1
Assistant to the Principal Deputy Special Representative of the Secretary-General	Pristina	1
Strategic Planning Section to the Office of the Special Representative of the Secretary-General	Pristina	1
Strategic and Operational Planner	Mitrovica	1
Total		**42**

Annex II

Proposed staffing changes for the United Nations Interim Administration Mission in Kosovo for the period from 1 July 2000 to 30 June 2001

A. Office of the Special Representative of the Secretary-General and substantive offices

New delete	*Reclassify to*	*Reclassify from*	*Redeploy to*	*Redeploy from*	*Office*	*Description*
				(P-4)	Special Representative of the Secretary-General	Moved to Political Affairs
				(P-3)	Special Representative of the Secretary-General	Moved to Political Affairs
	D-2	(D-1)			Political Affairs	Director
	D-1	(P-5)			Political Affairs	Deputy Director
			D-1		Political Affairs	From Regional Liaison (Skopje)
			P-5		Political Affairs	From Regional Liaison (Tirana)
			P-4		Political Affairs	From Office of the Special Representative of the Secretary-General
			P-3		Political Affairs	From Office of the Special Representative of the Secretary-General
			P-3 x 2		Political Affairs	From Regional Liaison
P-3 x 4					Political Affairs	Political affairs officer
P-2					Political Affairs	Political affairs officer
			GS x 3		Political Affairs	From Regional Liaison
			LL x 6		Political Affairs	From Regional Liaison
	D-2	(D-1)			Public Information	Director/Spokesperson
	D-1	(P-5)			Public Information	Deputy Chief
P-5					Public Information	Information officer
GS					Public Information	Information assistant
				(P-5)	Gender Affairs	Moved to Civil Administration
				(P-4)	Gender Affairs	Moved to Civil Administration
				(GS)	Gender Affairs	Moved to Civil Administration
				(LL x 2)	Gender Affairs	Moved to Civil Administration
	D-2	(D-1)			Legal Adviser	Legal adviser
P-3 x 2					Human Rights and Community Affairs	Community affairs officer
P-3					Human Rights and Community Affairs	Community relations officer
LL x 8					Military Liaison	Interpreter/translator
P-3 x 3					Language Unit	Interpreter/translator to the Special Representative of the Secretary-General

New/delete	*Reclassify to*	*Reclassify from*	*Redeploy to*	*Redeploy from*	*Office*	*Description*
			P-4		Language Unit	Redeployed from Administration (General Services Section)
			P-3		Language Unit	Redeployed from Administration (General Services Section)
GS (PL)					Language Unit	Administrative assistant
LL x 8					Language Unit	Interpreter/translator (Serbian)
LL x 8					Language Unit	Interpreter/translator (Albanian)
LL x 2					Language Unit	Interpreter/translator (Turkish)
LL x 2					Language Unit	Cyrillic alphabet posts
			LL x 2		Language Unit	Moved from Administration — General Services Section
(NO x 2)			NO x 12		Language Unit	Moved from Administration — General Services Section
				(D-1)	Regional Liaison	Moved to Political Affairs
				(P-5)	Regional Liaison	Moved to Political Affairs
				(P-3 x 2)	Regional Liaison	Moved to Political Affairs
				(GS x 3)	Regional Liaison	Moved to Political Affairs
				(LL x 6)	Regional Liaison	Moved to Political Affairs

B. Civil Administration

New/delete	Reclassify to	Reclassify from	Redeploy to	Redeploy from	Office	Description
			P-5		Gender Affairs	Moved from Office of the Special Representative of the Secretary-General
			P-4		Gender Affairs	Moved from Office of the Special Representative of the Secretary-General
			GS		Gender Affairs	Moved from Office of the Special Representative of the Secretary-General
			LL x 2		Gender Affairs	Moved from Office of the Special Representative of the Secretary-General
	D-1	(P-5)			Gender Affairs	Head of Office
P-5					Gender Affairs	Gender officer
P-4					Monitoring Unit	
P-4					Monitoring Unit	
	P-5	(P-4)			Agriculture	Agriculture marketing specialist
P-4					Agriculture	Rural development officer
P-4					Public Services	Site manager
P-4					Public Services	Information technology manager
NO					Public Services	Coordination publication of Gazette
			P-5		Civil Security	Mine Action moved from Pillar III
			P-4 x 4		Civil Security	Mine Action moved from Pillar III
			P-3 x 2		Civil Security	Mine Action moved from Pillar III
			P-2 x 2		Civil Security	Mine Action moved from Pillar III
			LL x 18		Civil Security	Mine Action moved from Pillar III
	P-5	(P-4)			Justice	Penal management officer
	P-5	(P-4)			Justice	Penal management officer
D-1 x 6					Justice	International judge
P-5 x 3					Justice	International prosecutor
P-5 x 5					Justice	International judge
P-3 x 10					Justice	Legal officer
P-3 x 27					Justice	Interpreter/translator
P-2 x 22					Justice	Interpreter/translator
GS x 11					Justice	Court recorder
LL x 14					Justice	Legal assistant
LL x 10					Justice	Translator
LL x 13					Justice	Administrative assistant
P-4					Environment	
	P-4	(P-3)			Labour and employment	Labour law/relations specialist
P-5					Non-Resident Affairs	International co-head
P-4					Non-Resident Affairs	Programme officer
P-3					Non-Resident Affairs	Programme officer

New delete	*Reclassify to*	*Reclassify from*	*Redeploy to*	*Redeploy from*	*Office*	*Description*
GS					Non-Resident Affairs	Administrative assistant
LL					Non-Resident Affairs	Translator
LL					Non-Resident Affairs	Translator
LL					Non-Resident Affairs	Translator
D-1					Police	Deputy
LL x 200					Police	Language assistants
	D-2	(D-1)			Regional Offices	Regional Administrator, Pristina
	D-2	(D-1)			Regional Offices	Regional Administrator, Mitrovica
P-4 x 5					Regional Offices	Civil affairs officer
P-3 x 10					Regional Offices	Civil affairs officer
	P-5	(D-1)			Local Administration	Deputy to the Director
P-5					Municipalities	Municipal Administrator
P-4					Municipalities	Deputy Administrator
P-4					Municipalities	Civil affairs officer
P-4 x 10					Municipalities	Local community officer
P-3 x 2					Municipalities	Civil affairs officer
P-3 x 10					Municipalities	Local community officer

C. Administration

New, delete	*Reclassify to*	*Reclassify from*	*Redeploy to*	*Redeploy from*	*Office*	*Description*
P-4					Medical Service	Deputy Director
P-3					Medical Service	Laboratory specialist
FS					Medical Service	Administrative assistant
LL x 3					Medical Service	Driver
LL x 4					Medical Service	Paramedic
P-2					Security	Regional Security Supervisor
P-2					Security	Chief, Safety Unit
FS					Security	Public assemblage officer
SS					Security	
SS					Security	
LL x 253					Security	Local guard staff
	FS x 8	(GS x 8)			Security	
P-4					Aviation Safety	Regional aviation safety officer
FS					Aviation Safety	Aviation safety assistant
LL x 6					Regional Adm Group	Administrative assistant
(P-4)					United Nations Volunteers Support Unit	
	P-2	(GS)			Budget	
			P-3		Administrative Services	Moved from General Services Section
			FS		Administrative Services	Moved from General Services Section
P-3 x 2					Procurement	Contracts officer
GS x 2					Procurement	Procurement assistant
				(P-4)		Moved to Office of the Special Representative of the Secretary-General (Language Unit)
				(P-3)	General Services	Moved to Office of the Special Representative of the Secretary-General (Language Unit)
				(P-3)	General Services	Moved to Administrative Services
				(FS)	General Services	Moved to Administrative Services
				(LL x 2)	General Services	Moved to Office of the Special Representative of the Secretary-General (Language Unit)
(NO x 2)					General Services	
				(NO x 12)	General Services	Moved to Office of the Special Representative of the Secretary-General (Language Unit)
				(P-3 x 2)	Logistics	Moved to Supply Section
				(P-2)	Logistics	Moved to Supply Section
				(FS x 4)	Logistics	Moved to Supply Section

New/delete	*Reclassify to*	*Reclassify from*	*Redeploy to*	*Redeploy from*	*Office*	*Description*
				(GS x 4)	Logistics	Moved to Supply Section
				(LL x 31)	Logistics	Moved to Supply Section
	P-5	(P-4)			Supply Section	Chief
P-3					Supply Section	Deputy Chief
P-3					Supply Section	Supply contracts officer
P-3					Supply Section	Chief Support Services
FS x 4					Supply Section	Quality Assurance Supervisor
LL					Supply Section	Administrative Clerk, Petrol, Oil and Lubricants
LL					Supply Section	Inventory Control Supervisor
LL x 2					Supply Section	Data input clerk
LL x 4					Supply Section	Quality control assistant
			P-3 x 2		Supply Section	From Logistics
			P-2		Supply Section	From Logistics
			FS x 4		Supply Section	From Logistics
			GS x 4		Supply Section	From Logistics
			LL x 31		Supply Section	From Logistics
			GS		Supply Section	From Electronic Data Processing
			GS		Engineering	From Electronic Data Processing
P-3					Engineering	Chief, Assessment Team
P-3					Engineering	Project assistant
P-3					Engineering	Operational officer
P-3					Engineering	Head, Buildings Management Unit
FS					Engineering	Construction supervisor
FS					Engineering	Electrical supervisor
FS					Engineering	Generator foreman
FS x 4					Engineering	Refrigerator/AC mechanic
FS x 4					Engineering	Electrician
FS x 4					Engineering	Generator mechanic
LL x 5					Engineering	
P-3					Electronic Data Processing	Chief, Regional Support Unit
P-3					Electronic Data Processing	Network Wiring Project Manager
P-2					Electronic Data Processing	Lotus Notes system administrator
P-2					Electronic Data Processing	Special projects officer
P-2					Electronic Data Processing	Network administration officer
FS					Electronic Data Processing	Network cabling technician
FS					Electronic Data Processing	Special projects assistant
FS					Electronic Data Processing	Workshop technician supervisor
FS x 4					Electronic Data Processing	LAN/WAN administrator
FS					Electronic Data Processing	Material management assistant

New delete	Reclassify to	Reclassify from	Redeploy to	Redeploy from	Office	Description
FS					Electronic Data Processing	Workshop assistant
FS x 2					Electronic Data Processing	Lotus Notes assistant
FS					Electronic Data Processing	Reality system administrator
FS					Electronic Data Processing	Fixed assets assistant
FS x 3					Electronic Data Processing	Help Desk assistant
LL x 15					Electronic Data Processing	Network cabling assistant
LL X 10					Electronic Data Processing	Regional electronic data-processing assistant
LL x 7					Electronic Data Processing	Help Desk assistant
LL x 3					Electronic Data Processing	Training assistant
LL x 9					Electronic Data Processing	Network/cabling assistant
LL					Electronic Data Processing	Inventory clerk
LL					Electronic Data Processing	Regional headquarters electronic data-processing assistant
LL					Electronic Data Processing	Regional headquarters electronic data-processing assistant
LL					Electronic Data Processing	Regional headquarters electronic data-processing assistant
LL					Electronic Data Processing	Regional headquarters electronic data-processing assistant
LL					Electronic Data Processing	Stores clerk
				(GS x 2)	Electronic Data Processing	Moved to Supply Section
FS					Transport	Deputy Chief
FS x 7					Transport	Transport Officer for Maintenance Operations
FS x 3					Transport	Transport Officer for Fleet Operations
FS					Transport	Transport Stores
LL					Transport	Administrative assistant
LL x 40					Transport	Vehicle mechanics
LL x 35					Transport	Drivers
LL x 2					Transport	Storemen
LL x 10					Transport	Panel beaters
LL x 10					Transport	Car washers
LL x 6					Transport	Recovery Unit personnel

Annex III

The Kosovo consolidated budget and the budget of the United Nations Interim Administration Mission in Kosovo (UNMIK)

1. The Kosovo consolidated budget is financed through domestic revenues and donor grants and covers the operating costs of:

(a) The legislative organs supporting the IAC and KTC;

(b) The Joint Interim Administrative Structure, comprising 20 JIAS departments;

(c) Independent agencies, comprising the Banking and Payments Authority and Statistical Services;

(d) The municipalities.

2. Domestic revenues available to the Kosovo budget derive from taxation, tariffs and duties, while donor grants are voluntary contributions made directly to the Kosovo consolidated budget to the Central Fiscal Authority (CFA) of Kosovo. Capital expenditures to restore the infrastructure of Kosovo remain overwhelmingly funded by donor grants. UNMIK regulations have been promulgated introducing excise, sales, importation, hotel, food beverage, profit and payroll taxes in Kosovo. Domestic revenues are also derived from fees for the issuance of radio licences, vehicles registration and travel documents.

3. The UNMIK budget comprises the operating costs of the United Nations presence itself, including its substantive offices, military liaison and civilian police components as well as all necessary administrative and logistical support. The approved UNMIK budget is assessed on Member States. The activities of the European Union and Organization for Security and Cooperation in Europe pillars of UNMIK in Kosovo, including the regions and municipalities, are funded from the respective organizations' budgets.

4. UNMIK management has been assiduous in ensuring that the resources of the UNMIK assessed budget and the Kosovo consolidated budget are never commingled, and that operating expenses and outlays on equipment and supplies are recorded against the appropriate source of financing. The JIAS department responsible for the formulation and financial management of the Kosovo consolidated budget, CFA, falls under the leadership of the European Union pillar of UNMIK. CFA estimates the budgetary requirements of the Kosovo consolidated budget, which are then promulgated as an UNMIK regulation by the Special Representative of the Secretary-General. Civil Administration then implements the approved Kosovo consolidated budget through the JIAS structures. It should be noted that the JIAS Department of Public Services comprises units responsible for the allocation of resources and the management of procurement of goods and services from the Kosovo consolidated budget for the JIAS structures, which are entirely separate from the units of the UNMIK Division of Administration providing internal administrative services to the United Nations.

5. The budgetary requirements of the Kosovo consolidated budget correspond primarily to the JIAS departments, whose expenditures are recorded against the

Kosovo consolidated budget. The Kosovo consolidated budget is periodically amended to provide for changing requirements through the promulgation of an UNMIK regulation. However, shortfalls in the Kosovo consolidated budget are not met from the UNMIK budget.

6. Where UNMIK and JIAS structures share premises, the operating expenses incurred are distributed between the UNMIK budget and the Kosovo consolidated budget accordingly. Vehicles, equipment, services and supply requirements contained in the UNMIK budget document pertain solely to the United Nations civilian personnel attached to UNMIK.

Annex IV

Expenditures for the period from 1 July 2000 to 30 June 2001 as at 31 October 2000

(Thousands of United States dollars)

Category of expenditures	*Apportioned*	*Expenditures*	*Unliquidated obligations*	*Unencumbered balance*
I. Military	5,763.7	4,563.8	4,163.3	**1,199.9**
II. Civilian	150,840.9	80,084.4	3,791.4	**70,756.5**
III. Operational requirements				
Premises/ accommodation	8,500.0	1,464.5	1,049.5	7,035.5
Infrastructure repairs	-	-	-	-
Transport operations	8,000.0	1,718.5	1,141.0	6,281.5
Air operations	4,426.0	51.6	27.1	4,374.4
Communications	13,072.0	1,844.8	1,787.6	11,227.2
Other equipment	6,000.0	815.8	698.2	5,184.2
Supplies and services	9,134.8	3,916.0	3,193.7	5,218.8
Air and surface freight	1,250.0	714.6	568.5	535.4
Subtotal, category III	**50,382.8**	**10,525.8**	**8,465.6**	**39,857.0**
IV. Other programmes				
Election-related supplies and services	-	-	-	-
Public information programmes	290.0	99.3	80.4	190.7
Training programmes	130.0	47.0	13.5	83.0
Mine-clearing programmes	-	-	-	-
Assistance for disarmament and demobilization	-	-	-	-
Subtotal, category IV	**420.0**	**146.3**	**93.9**	**273.7**
V. United Nations Logistics Base at Brindisi	-	-	-	-
VI. Support account for peacekeeping operations	-	-	-	-
VII. Staff assessment	12,592.6	4,332.6	-	8,260.0
Total, categories I - VII	**220,000.0**	**99,652.9**	**16,514.2**	**120,347.1**
VIII. Income from staff assessment	(12,592.6)	(4,332.6)	-	(8,260.0)
Net total	**207,407.4**	**95,320.3**	**16,514.2**	**112,087.1**
IX. Voluntary contributions in kind	-	-		-
Total resources	**207,407.4**	**95,320.3**	**16,514.2**	**112,087.1**

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Fifty-fifth session
Agenda item 73
General and complete disarmament

Letter dated 13 November 2000 from the Acting Permanent Representative of the Russian Federation to the United Nations addressed to the Secretary-General

I have the honour to transmit the text of a statement made on 13 November 2000 by the President of the Russian Federation, Mr. Vladimir V. Putin, concerning disarmament issues (see annex).

I should be grateful if you would have the text of this letter and its annex circulated as a document of the General Assembly under agenda item 73.

(Signed) G. **Gatilov**
Acting Permanent Representative

00-74689 (E) 151100 151100

Annex to the letter dated 13 November 2000 from the Permanent Representative of the Russian Federation to the United Nations addressed to the Secretary-General

Statement made on 13 November 2000 by the President of the Russian Federation, Mr. Vladimir V. Putin

At the turn of the millennium, the world has come to a critical juncture in nuclear disarmament, the non-proliferation of weapons of mass destruction, and guarantees for strategic stability. Unquestionable progress has recently been made in this area: highly responsible decisions were taken at the Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons, a wide-ranging dialogue on disarmament questions was held at the Millennium Summit in New York, and the First Committee of the General Assembly of the United Nations adopted a number of important resolutions. The Russian Federation also made its contribution, ratifying the Treaty on Further Reduction and Limitation of Strategic Offensive Arms (START II), a package of anti-missile defence agreements concluded in New York in 1997, and the Comprehensive Nuclear-Test-Ban Treaty. A consensus has been reached by the international community: there should be no lull in nuclear disarmament, and the disarmament process should be intensified. There is a real need for substantial progress in this area.

The Russian Federation is ready for this.

We do not see any reason that would prevent further deep reductions in strategic offensive arms. As is well known, we have proposed to the United States of America, including at the highest level, that our goal should be a substantial reduction of the levels of nuclear weapons in our countries to 1,500 units, the completion of which is entirely possible by 2008. But this is not all: we are ready to consider even lower levels at a later time. We agree with the view, which has also been expressed in the United States, that in order to reach such an agreement there is no need to hold drawn-out negotiations and start the whole process from scratch; we already have considerable experience, and there are the treaty mechanisms under START I and START II. We hope that the United States Senate will follow the example of the Federal Assembly of the Russian Federation and complete the ratification of START II and agreements in the field of anti-missile defence. But the main thing now is for the Russian Federation and the United States to begin without delay to take joint and parallel measures to achieve radically lower ceilings for nuclear warheads.

This goal should be achieved while preserving and strengthening the 1972 Treaty on the Limitation of Anti-Ballistic Missile Systems (ABM Treaty). We have been told that the international situation has radically changed over the past three decades: there are new missile threats and there is a need to amend the ABM Treaty accordingly. The situation has indeed changed, but not so much as to warrant the dismantling of the existing system of strategic stability through the emasculation of the ABM Treaty. Measures can be taken to counteract the spread of missiles and missile technologies without exceeding the limits of the ABM Treaty; this can be done, first and foremost, through political and diplomatic means. The intensive dialogue between the United States and the Democratic People's Republic of Korea on the missile question is a clear example of this. At the multilateral level, there has

been a lively discussion of ways to improve political and legal mechanisms for preventing the spread of missiles, and work is proceeding on a new code of conduct in this area and on the creation of a global missile and missile technology non-proliferation control system.

For those countries that raise the question of a military-technical "safety net", we again propose broad cooperation within the framework of the ABM Treaty in the area of theatre ABM systems. One aspect of such cooperation could be the Moscow Centre for the Exchange of Information on Missile Launches, which is currently being set up by the Russian Federation and the United States and which should subsequently be open to all interested countries. We have already invited European and other representatives to join in this effort. I hope that the new leaders of the United States will have no objection to use of the Centre in the interests of strengthening regional and global stability.

At the same time, the Russian Federation is prepared to continue without a pause the dialogue begun more than a year ago with the United States on ABM issues on which we have diverging views. The obligation to consider all questions relating to the ABM Treaty is contained in the 1972 Treaty itself. We are, accordingly, open to continuing such discussions in the Standing Consultative Commission — a forum for negotiations that has been operating successfully since 1973 in accordance with the Treaty — having agreed to raise, when necessary, the level of representation of the parties in the Commission.

The implementation of the Russian Federation's proposed pragmatic and timely programme in the field of real nuclear disarmament will make it possible to strengthen strategic stability and international security on the threshold of the new, twenty-first century.

United Nations A/55/627–S/2000/1094

General Assembly
Security Council

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15 November 2000

Original: English

General Assembly
Fifty-fifth session
Agenda item 64
Question of Cyprus

Security Council
Fifty-fifth year

Letter dated 13 November 2000 from the Permanent Representative of Turkey to the United Nations addressed to the Secretary-General

I have the honour to transmit herewith a letter dated 13 November 2000, addressed to you by His Excellency Mr. Aytuğ Plümer, Representative of the Turkish Republic of Northern Cyprus (see annex).

I should be grateful if the text of the present letter and its annex would be circulated as a document of the General Assembly, under agenda item 64, and of the Security Council.

(*Signed*) Ümit **Pamir**
Ambassador
Permanent Representative

00-74884 (E) 161100

Annex to the letter dated 13 November 2000 from the Permanent Representative of Turkey to the United Nations addressed to the Secretary-General

I have the honour to refer to the statement made by a representative of the Greek Cypriot administration at the meeting of the Special Political and Decolonization Committee (Fourth Committee) held on 30 October 2000 under agenda item 84 (United Nations Relief and Works Agency for Palestine Refugees in the Near East), which contains false allegations and misrepresentations on the Cyprus issue. Since the Turkish Cypriot side is denied the right to speak in the said Committee, due to the unilateral and illegal representation of the Greek Cypriot side at the United Nations, ensuing from its usurpation in 1963 of the title of the "government of Cyprus", I am compelled to respond to these allegations in writing.

The Greek Cypriot representative refers to the Greek Cypriot experience of "displacement and uprooting" resulting from "the invasion in 1974" without elaborating on the events prior to 1974, namely the destruction of the partnership republic by Greek Cypriots in 1963 and the suffering of the Turkish Cypriot people from 1963 to 1974. The Greek Cypriot representative conveniently forgets the fact that it was the bloody coup d'etat, staged on 15 July 1974 by Greece staged on 15 July 1974 by Greece and its Greek Cypriot collaborators in Cyprus, with the aim of annexing the island to Greece, that left Turkey no alternative but to intervene in Cyprus in exercise of its rights and obligations set out by the 1960 Treaty of Guarantee. This fact was confirmed by a statement made on 19 July 1974 at the United Nations Security Council by the Greek Cypriot leader Archbishop Makarios, who openly accused Greece of invading the island. The current Greek Cypriot leader, Mr. Glafcos Clerides also recalled this important fact of history in his speech at the Seton Hall University of New Jersey on 24 September 1999.

The question of displaced persons in Cyprus did not start in 1974, as alleged by the Greek Cypriot representative. During the period from 1963 to 1974, as a result of the Greek Cypriot onslaught, 103 Turkish Cypriot villages were attacked and destroyed, rendering one fourth of the Turkish Cypriot population homeless refugees. Again in 1974, as a result of the coup d'etat and its aftermath, 65,000 Turkish Cypriots fled to the North to seek refuge in safer areas. The burden of responsibility for the human suffering that the Greek Cypriot representative has alluded to, lies heavily with the Greek Cypriot side and Greece, which have jointly conspired to bring about *enosis* (annexation of the island to Greece) at the expense of the Turkish Cypriots.

The Greek Cypriot representative also seems to have forgotten that the question of displaced persons was settled by agreement between the two sides at the third round of the intercommunal talks held at Vienna from 31 July to 2 August 1975. Under the provisions of that agreement, the two sides implemented, under United Nations supervision, a voluntary regrouping of populations in their own respective territory, the Turkish Cypriots in the North and the Greek Cypriots in the South, thus paving the way for a bi-zonal settlement of the Cyprus issue.

It is clear from the statement of the Greek Cypriot representative at the Fourth Committee that the Greek Cypriot side is not interested in a bi-zonal settlement that would respect the sovereign equality of the two parties as well as their security needs. The Greek Cypriot side remains hostage to its long-term aspiration of making

Cyprus Greek by hanging onto its usurped title of the "government of Cyprus" and denying the vested rights and status of the Turkish Cypriot people.

Peace in Cyprus cannot be served by political posturing and dissemination of false propaganda. The only way to improve the chances of reconciliation is for the international community to strongly urge the Greek Cypriot side to fundamentally change its approach to the Cyprus issue by acknowledging that the Greek Cypriot administration does not, and is not entitled to, represent the Turkish Cypriot people or the whole island. You have issued a statement, on 12 September 2000, at the beginning of the fourth round of proximity talks in New York, to that effect (press release No. SG/SM/7546). When the Greek Cypriot side acknowledges this fact, it will be possible to pave the way towards building bridges of cooperation between the two states in Cyprus.

I should be grateful if the present letter could be circulated as a document of the General Assembly, under agenda item 64, and of the Security Council.

(*Signed*) Aytuğ **Plümer**
Representative
Turkish Republic of Northern Cyprus

United Nations A/55/628

General Assembly

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16 November 2000

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Fifty-fifth session
Agenda item 175
The role of diamonds in fuelling conflict

Letter dated 15 November 2000 from the Permanent Representative of the United Kingdom of Great Britain and Northern Ireland to the United Nations addressed to the Secretary-General

I have the honour to forward herewith the communiqué of the London Intergovernmental Meeting on Conflict Diamonds (see annex).

I should be grateful if you would have this letter and the communiqué circulated as a document of the General Assembly, under agenda item 175, "The role of diamonds in fuelling conflict".

(*Signed*) Jeremy **Greenstock**

00-75128 (E) 201100

Annex to the letter dated 15 November 2000 from the Permanent Representative of the United Kingdom of Great Britain and Northern Ireland to the United Nations addressed to the Secretary-General

London Intergovernmental Meeting on Conflict Diamonds: communiqué issued on 26 October 2000

Representatives of 36 Governments, representing the world's leading rough diamond exporting, processing and importing States, the European Commission and the World Diamond Council, met in London from 25 to 26 October 2000.

The objective of the meeting, was to build on the momentum of the South Africa-led Kimberley process by sensitizing a wider range of key States to the problem of conflict diamonds.

Participants welcomed the Kimberley Joint Ministerial statement of 21 September 2000, in particular the readiness of South Africa and others to co-sponsor a resolution at the United Nations General Assembly, and welcomed the readiness of the Government of Namibia to host further expert discussions.

They welcomed the action taken by the United Nations Security Council to address the problem of conflict diamonds, through the adoption of resolutions 1173 (1998) on Angola and 1306 (2000) on Sierra Leone and relevant decisions such as resolution 1304 (2000) on the Democratic Republic of the Congo, and emphasized the need to ensure their effective implementation. They welcomed the efforts taken so far by the Governments of Angola, Sierra Leone and others.

They emphasized the urgency of curbing the trade in conflict diamonds given the suffering and misery caused by the link to the illegal arms trade. They recognized that whilst conflict diamonds constituted only a small percentage of the whole diamond trade, they were an important factor in prolonging conflict, in parts of Africa, and had the potential to damage the legitimate industry on which many livelihoods depend, especially in those developing countries heavily reliant on the diamond industry.

They accepted that the special nature of the diamond trade, stemming from the diversity of the product and the structure of the trade, made it even more difficult to apply bureaucratic forms of control than elsewhere.

They recognized the tradition of self-regulation existing within the trade and the constructive proposals of the World Diamond Council, set up by the industry to address the problem of conflict diamonds. They also recognized that civil society has played an important role in helping to raise awareness of the issue. They underlined the importance of the continuing involvement of industry and civil society in working together with Governments to devise solutions to the problems.

They underlined the need to devise effective and pragmatic measures to address the problem of conflict diamonds, which complied with international law and which would not impede the legitimate diamond industry or impose undue burden on Governments or industry (especially small producers).

Participants welcomed the start of a broader process to address the problem. The key elements for consideration would include:

- The creation and implementation of a simple and workable international certification scheme for rough diamonds, such as that proposed by the Kimberley process and the World Diamond Council;
- That the scheme would be based primarily on national certification schemes;
- The need for national practices to meet internationally agreed minimum standards;
- The aim of securing the widest possible participation;
- The need for diamond exporting, processing and importing States to act in concert;
- The need for appropriate arrangements to help ensure compliance, acting with respect for States' sovereignty;
- The need for transparency.

They recognized that the conflict diamonds problem was complex, and solutions would need to evolve over time. But they fully recognized the need for early and decisive further action by Governments and industry working together.

Participants agreed that the forthcoming United Nations General Assembly debate is an important opportunity to further negotiations on an international rough diamonds certification scheme involving all interested parties. They agreed to work together to ensure that the momentum of the Kimberley process is maintained and strengthened.

United Nations A/55/629

General Assembly

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Fifty-fifth session
Agenda items 117 and 124

Programme budget for the biennium 2000-2001

United Nations common system

Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for the year 2000

Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly

Summary

Pursuant to rule 153 of the rules of procedure of the General Assembly, the present statement is submitted detailing the administrative and financial implications of the decisions and recommendations of the International Civil Service Commission on the common system, in particular their implications for the programme budget of the United Nations for the biennium 2000-2001. Recommendations and decisions of the Commission giving rise to requirements under the regular budget for the current biennium will be taken into consideration when computing the first performance report for the biennium 2000-2001.

00-75293 (E) 211100

I. Introduction

1. The twenty-sixth annual report of the International Civil Service Commission (ICSC)[1] contains a number of decisions and recommendations with financial implications for the regular budget for the biennium 2000-2001 related to the following issues (the numbers in parentheses refer to the paragraphs in that report):

(a) Conditions of service of staff in the Professional and higher categories:

(i) Base/floor salary scale and staff assessment scale (paras. 121-124);

(ii) Dependency allowances (paras. 133-135);

(b) Conditions of service applicable to the General Service and related categories: survey of best prevailing conditions of employment for the General Service and related categories in New York (paras. 163-165);

(c) Conditions of service applicable to both categories of staff: level of the education grant (paras. 93-96).

II. Conditions of service of staff in the Professional and higher categories

A. Base/floor salary scale

2. The General Assembly, in section I.H of its resolution 44/198 of 21 December 1989, established a floor net salary scale for staff in the Professional and higher categories by reference to the corresponding net salary levels of officials in comparable positions serving in the base city of the comparator civil service (the federal civil service of the United States of America). The base/floor salary scale was part of an integrated package of measures in which negative classes of post adjustment were eliminated. The base/floor scale is used in calculating payments under the mobility and hardship scheme as well as separation payments.[2] Adjustments to this scale have been made, since 1990, on 1 March of every year from 1991 to 1995 and from 1998 to 2000, and on 1 January 1997.

3. The General Schedule salary scale for the United States federal civil service in Washington, D.C., the current comparator, was increased by 4.94 per cent on a gross basis, effective 1 January 2000. This amount, combined with the effect of tax changes, resulted in a net increase of 5.1 per cent for the comparator officials at the GS-13/14 levels, the reference point for comparisons between the General Schedule and the common system base/floor scale. In accordance with the approved procedures and past practice, this would call for an upward adjustment of the common system salary scale by 5.1 per cent. On that basis, the Commission, in its annual report for 2000, decided to recommend to the General Assembly an upward adjustment of 5.1 per cent for the common system scale, which should be implemented with effect from 1 March 2001. The increase of 5.1 per cent in the base/floor scale for 2001 would be implemented through the standard method of consolidating (reducing) post adjustment multiplier points on a no-loss/no-gain basis to offset the increase in the base salary scale.

4. The financial implications of the above-mentioned adjustment of the base/floor scale for the United Nations common system have been calculated by ICSC as follows:

(a) For duty stations that would fall below the level of the new base/floor: $616,842;

(b) In respect of the mobility/hardship allowance: $3,485,784;

(c) In respect of the scale of separation payments: $805,310.

5. The total annual financial implications for the United Nations common system have been estimated by the Commission at $4,907,476.

6. The annual financial implications of the Commission's recommendations for the United Nations regular budget have been estimated at $1,325,143.

7. If the base/floor salary scale is adjusted on 1 March 2001, the financial implications for the United Nations regular budget for a 10-month period (1 March 2001 to 31 December 2001) have been estimated at $1,104,286.

B. Staff assessment scale to be used in conjunction with base/floor salaries

8. In the context of the revised base/floor scale, the Commission noted that the issue of the adjustment of the staff assessment rates to address imbalances in the Tax Equalization Fund had been discussed with the United Nations Secretariat and that no adjustment had been requested at this time. Accordingly, no change in the rates of staff assessment would be required in 2001.

C. Dependency allowances

9. The General Assembly, in its resolution 47/216 of 23 December 1992, noted the Commission's conclusion in its annual report for 1992 that the existing methodology for determining the level of dependency allowances for the Professional and higher categories should be maintained and that the dependency allowances should be calculated on the basis of tax abatements and social security payments in the countries of the seven headquarters duty stations,[3] and also noted that the level of dependency allowances would be reviewed every two years to ensure that all relevant changes in the tax and social legislation for the seven headquarters duty stations were taken into consideration.

10. Based on the approved methodology, the Commission recommended an increase in the level of dependency allowances by 11.89 per cent as a result of an increase in payments owing to tax abatements and social legislation payments between January 1998 and January 2000. Application of this percentage increase to the existing children's allowance would result in annual amounts of $1,936 for the children's allowance and $3,872 for the disabled children's allowance.

11. With regard to the secondary dependant's allowance, the Commission recommended the application of the procedure applicable to the children's allowance. The application of the same percentage increase to the secondary dependants' allowance would result in an annual amount of $693 for duty stations in

the United States and in countries where dependency allowances were fixed in United States dollars.

12. The Commission also decided to recommend to the General Assembly that: (a) the current level of children's (including disabled children) and secondary dependants' allowances be increased, effective 1 January 2001; (b) the current list of duty stations where the allowances are payable in local currencies be maintained and that the applicable local currency amounts of the children's and secondary dependants' allowances at those duty stations be increased by 11.89 per cent; and (c) the dependency allowance be reduced by the amount of any direct payments received by staff from Governments in respect of dependants.

13. The financial implications for the United Nations common system with regard to the recommendations of the Commission in respect of the level of children's and secondary dependants' allowances were estimated at $2,800,000 per annum. The financial implications for the regular budget of the United Nations would be $756,000, which would be taken into account in the first performance report for the biennium 2000-2001.

III. Conditions of service applicable to the General Service and related categories: survey of best prevailing conditions of employment for the General Service and related categories in New York

14. The General Assembly, in section II, paragraph 2, of its resolution 52/216 of 22 December 1997, endorsed the recommendations of the Commission on refinements to and modification of the methodologies used in conducting surveys of best prevailing conditions of employment at Headquarters and at non-headquarters duty stations. During May 2000, the Commission conducted surveys of the best prevailing conditions of employment for staff in the General Service, Trades and Crafts, Security Service, Language Teacher and Public Information Assistant categories in New York. In accordance with the revised methodology, the results of the survey became effective as from 1 May 2000, the reference date for the surveys.

15. For the General Service category, the survey resulted in an increase of 2.92 per cent in the salaries of staff in this category, effective 1 May 2000. A 2.0 per cent increase had been due to the General Service and related categories as from 1 January 2000 in accordance with the annual interim adjustment procedure, which is based on 90 per cent of the consumer price index for the New York metropolitan area. However, implementation of the interim adjustment was postponed pending the result of the survey, in compliance with the established methodology. Therefore, the interim adjustment of 2.0 per cent was implemented retroactive to 1 January 2000 and the balance of 0.92 per cent indicated by the salary survey was applied as from 1 May 2000.

16. For the Security Service, the result of the survey yielded a 7.66 per cent increase in the salaries of staff in this category, effective 1 May 2000. The interim adjustment of 2.0 per cent, as applied to the General Service category, was implemented for this group of staff effective 1 January 2000, and the balance of 5.66 per cent was applied to their salaries as from 1 May 2000.

17. The survey for the Trades and Crafts category could not be completed in time for the Commission's session in view of the very limited number of employers responding. ICSC concluded that a valid salary comparison for the Trades and Crafts category was not possible and agreed that data collection should continue until a reasonable sample of employers had been surveyed to permit meaningful analysis of the data. The Commission further decided to delegate the authority to the Chairman of ICSC to review and to make decisions on the survey results for this category. Until that time, payment of the interim salary adjustment would remain pending for this group of staff.

18. With regard to the Language Teacher category, the Commission expressed concern regarding the comparability of job functions, curricula and related points of comparison between the comparator institutions used in the survey and the United Nations. Consequently, the Commission requested the United Nations to search for additional comparators and to submit its findings at its next session in the spring of 2001. The interim adjustment of 2.0 per cent, effective 1 January 2000, was implemented for this group of staff, in accordance with the normal adjustment procedure.

19. Because the salary survey conducted with respect to Public Information Assistants was not able to identify viable comparators in the New York area, the Commission, in line with past practice and in view of the continuing difficulties encountered in conducting a survey for this group of staff, decided to increase the salaries by the same percentage as was applied to salaries of staff in General Service category.

20. The amounts of the dependency allowances were recalculated in the context of the salary survey. The Commission has determined that, in view of the tax abatements provided under United States federal, state and local fiscal legislation, the dependency allowances for the General Service and related categories in New York should be revised.

21. The annual financial implications for the United Nations regular budget with regard to the approved surveys for the General Service, Security Service and Public Information Assistant categories, including the increase in the level of dependency allowances for all locally recruited staff in New York, have been estimated at $3,500,000. This amount would be taken into account in adjusting the existing inflation provisions in the regular budget in the context of the first performance report for the biennium 2000-2001.

IV. Conditions of service applicable to all categories of staff: level of the education grant

22. The General Assembly, in its resolution 52/216, section III.A, endorsed the recommendations of the Commission with respect to modifying the approved methodology for determining the level of the education grant.[4] Based on the established methodology, the Commission decided to recommend to the General Assembly that:

(a) In areas where education-related expenses were incurred in Belgian francs, Irish pounds, Italian lira, Swiss francs and United States dollars (in the United States), the levels of maximum admissible expenditures and maximum grant be set as follows:

Currency	*Maximum admissible expenditures*	*Maximum education grant*
Belgian franc	520 290	390 218
Irish pound	7 873	5 905
Italian lira	23 794 700	17 846 025
Swiss franc	24 372	18 279
United States dollar (in the United States)	23 445	17 584

(b) The flat rates for boarding to be taken into account within the maximum admissible educational expenses and the additional amounts for reimbursement of boarding costs over and above the maximum grant payable to staff members at designated duty stations be revised as shown below:

Currency	*Normal flat rate for boarding*	*Additional flat rate for boarding*[a]
Austrian schilling	43 622	65 433
Belgian franc	118 156	177 234
Danish krone	21 993	32 990
Deutsche mark	7 026	10 539
Finnish markka	13 251	19 877
French franc	16 402	24 603
Irish pound	1 893	2 840
Italian lira	4 953 749	7 430 624
Japanese yen	525 930	788 895
Netherlands guilder	6 985	10 478
Norwegian krone	17 499	26 249
Pound sterling	3 041	4 562
Spanish peseta	408 592	612 888
Swedish krona	20 945	31 418
Swiss franc	5 092	7 638
United States dollar (in the United States)	4 583	6 875
United States dollar (outside the United States)	3 373	5 060

[a] At designated duty stations.

(c) The amount of the special education grant for each disabled child should continue to be equal to 100 per cent of the revised total of maximum allowable expenses for the regular education grant;

(d) All the above measures would be applicable as from the school year in progress on 1 January 2001.

23. The total annual financial implication in respect of the increases has been estimated at approximately $1,046,000 for the United Nations common system. The annual financial implication for the United Nations regular budget has been estimated at approximately $282,400.

V. Conclusions and recommendations

24. The annual financial implications for the regular budget resulting from the decisions and recommendations of ICSC are summarized below (in United States dollars):

	United Nations common system	*United Nations*
Remuneration of staff in the Professional and higher categories		
For duty stations that would fall below the level of the new base/floor, as estimated by the Commission (paras. 4-6)	616 842	166 547
Mobility/hardship scheme (paras. 4-6)	3 485 784	941 162
Separation payments (paras. 4-6)	805 310	217 434
Dependency allowance (para. 13)	2 800 000	756 000
Survey of best prevailing conditions of employment for the General Service, Security Service and Public Information Assistant categories		
New York (para. 21)	7 000 000	3 500 000
Conditions of service applicable to all categories of staff		
Education grant (para. 23)	1 046 000	282 420
Total	**15 753 936**	**5 863 563**

25. The impact of the recommendations calculated on the basis of actual dates of implementation would result in increased requirements in the amount of $5,736,846, broken down as follows (in United States dollars):

Remuneration of staff in the Professional and higher categories	
For duty stations that would fall below the level of the new base/floor (10 months, 1 March to 31 December 2001)	138 789
Mobility/hardship scheme (10 months, 1 March to 31 December 2001)	784 302
Separation payments (10 months, 1 March to 31 December 2001)	181 195
Dependency allowances (12 months, 1 January to 31 December 2001)	756 000
Survey of best prevailing conditions of employment for the General Service, Security Service and Public Information Assistant categories	
New York (12 months, 1 January to 31 December 2001)	3 500 000
Conditions of service applicable to all categories of staff	
Education grant	
4 months, 1 September to 31 December 2000	94 140
12 months, 1 January to 31 December 2001	282 420
Total	**5 736 846**

26. **Accordingly, the related requirements under the regular budget resulting from the recommendations and decisions of ICSC have been estimated to be on the order of $5,736,846, net of staff assessment. Those requirements will be taken into consideration when computing the first performance report for the biennium 2000-2001.**

Notes

[1] *Official Records of the General Assembly, Fifty-fifth Session, Supplement No. 30* (A/55/30).

[2] Ibid., *Forty-fourth Session, Supplement No. 30* (A/44/30), vol. II, paras. 118, 119, 316 and 453 (g).

[3] Ibid., *Forty-seventh Session, Supplement No. 30 and corrigendum* (A/47/30 and Corr.1), para. 190.

[4] Ibid., para. 251 and annex VII.

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Security Council

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Agenda items 114 (a) and (d)

Security Council
Fifty-fifth year

Human rights questions: implementation of human rights instruments

Human rights questions: comprehensive implementation of and follow-up to the Vienna Declaration and Programme of Action

Letter dated 17 November 2000 from the Chargé d'affaires a.i. of the Permanent Mission of Eritrea to the United Nations addressed to the Secretary-General

I have the honour to transmit a statement issued today by the Ministry of Foreign Affairs of the State of Eritrea in response to Ethiopia's false allegations of the existence of "hidden concentration camps" in Eritrea (see annex).

I should be grateful if you would kindly circulate the present letter and its annex as a document of the General Assembly, under agenda items 114 (a) and (d), and of the Security Council.

(*Signed*) Tesfa Alem **Seyoum**
Chargé d'affaires a.i.

00-75306 (E) 201100

Annex to the letter dated 17 November 2000 from the Chargé d'affaires a.i. of the Permanent Mission of Eritrea to the United Nations addressed to the Secretary-General

Press release

Ethiopia: fictional allegations as a backdoor to the peace process?

Early this week, the Ethiopian Foreign Ministry circulated a statement alleging the existence of "hidden concentration camps" and widespread abuse of the human rights of Ethiopians in Eritrea. In what is becoming a mendacious pattern, the authorities in Addis Ababa have gone so far as to produce fabricated lists and "testimonies" of Ethiopians victimized by this phantom campaign. What are the real facts?

In the first place, there are no "concentration or slave labour camps" in Eritrea as is alleged by Ethiopia's smear campaign. This has been ascertained by several intergovernmental and non-governmental organizations. The International Committee of the Red Cross (ICRC) and numerous representatives of governments, including Ambassador Bogosian, the special envoy of the United States Secretary of State to the Horn of Africa, who visited Ethiopia and Eritrea for the second time as late as last week, are among the independent bodies who have attested to this.

As far as the 3,000 or so Ethiopians stranded in two places (Ala and Afabet) are concerned, they are there because they were displaced or affected by Ethiopia's war of invasion. ICRC is involved in ensuring their safe repatriation, which has been obstructed in the past by Ethiopia's reluctance to receive its own nationals. The largely voluntary repatriation of Ethiopians was interrupted in July owing to Ethiopia's refusal to accept the access routes. Ethiopia's claims of some "30,000" Ethiopians incarcerated in over "70 concentration camps" is thus a sinister lie advanced to justify some ulterior motive.

Secondly, the Government of Eritrea has placed itself on record, through official communications to ICRC and the Office of the United Nations High Commissioner for Human Rights, for the immediate and unconditional release of all prisoners, both civilian and military, by both sides with the assistance of ICRC. Progress on this matter remains blocked by Ethiopia's refusal to accept these basic tenets as provided for by the 18 June Agreement on Cessation of Hostilities (S/2000/601) and the Geneva Conventions. Only last week, the Ethiopian Prime Minister, when requested by ICRC to release Eritrean civilians incarcerated in the notorious Dediesa concentration camp for the last two and a half years, responded that his Government was only "ready to re-examine with flexibility the status of those detainees at Dediesa in line with progress in the peace process".

Indeed, Ethiopia's established record in its treatment of Eritrean civilians since the outbreak of the conflict is beyond the pale:

- Under an official policy, the authorities in Addis Ababa have, in turn, robbed, incarcerated and then deported over 75,000 Eritreans and Ethiopians of Eritrean heritage;
- Ethiopia detained, for up to one year, Eritrean university students on an exchange programme at Addis Ababa University. In contrast, Ethiopian

students studying in Eritrea in June 1998 were allowed to sit for their exams and then flown back to Addis Ababa;

- As stated above, about 1,500 young Eritrean civilians remain incarcerated in the brutal Dediesa prison camp and thousands more are unaccounted for. Last month the death of yet another young Eritrean in Dediesa, where many have perished under the harsh conditions, highlighted the horrendous situation those detainees face.

Moreover, Ethiopia continues to commit gross violations of international law in the occupied territories, as the following reports illustrate:

- Agence France Press and the South African Press Association on 27 June 2000 reported that "several Eritrean civilians were burned alive in their homes during looting by Ethiopian soldiers before they retreated from Guluj in the South-west of the country";

- The spokesperson for the Office of the United Nations High Commissioner for Refugees in a press briefing note on 3 October similarly reported that "the town of Om Hajer was 50 per cent destroyed with virtually all public buildings trashed. The hospital and the school were partly destroyed while churches and mosques were looted of all the icons". In all these places, "everything of any value was taken away";

- More recently, human rights groups in Eritrea have documented countless cases of torture, rape and looting by Ethiopian forces in occupied Eritrea.

It is perfectly clear that it is Ethiopia and not Eritrea which stands accused of grave violations of international human rights and humanitarian law. The Government of Ethiopia is engaged in this deception with the aim of covering up its crimes. Moreover, as the Government of Eritrea had underlined in its communications of 29 August, Ethiopia's smear campaign is motivated by:

(a) Its unwillingness to receive its own nationals;

(b) Its desire to create a sense of tension so as to delay or obstruct the deployment of the United Nations peacekeeping missions;

(c) Its desire to create a "humanitarian pretext" for resorting to war.

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